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## Salaries and Salary Schedules of City-School Employees, 1948-49

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# RESEARCH BULLETIN OF THE NATIONAL EDUCATION ASSOCIATION

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# FOREWORD

PROGRESS continues toward the long-desired goal of a professional level of compensation for the teachers of America's children. The progress is too slow but the trend is still upward.

Hours of painstaking labor are required to answer the salary questionnaire circulated biennially to superintendents of schools. In spite of the time and effort required, hundreds of school officers reply promptly and accurately to each inquiry. Thru this help from nearly 2000 school systems, this survey by the NEA Research Division has been possible.

The result is the most comprehensive body of information on salaries and salary policies that is available for any large occupational group in the United States. In addition to use by teachers associations and boards of education, the facts are used by economic agencies of the federal government and by press and radio thruout the country. The teaching profession can take pride in the fact that their own professional organization continues to carry forward this basic research for its members and for the nation.

This bulletin is only one of several reports from the biennial salary survey. Groups and individuals working for improved salaries for teachers are urged to make use of the *Special Salary Tabulations* and other related materials.

War and postwar conditions have lowered the economic status of teachers, as compared to the prewar years. Three forward steps must be continued—restore losses in purchasing power resulting from higher prices, restore teachers' salaries to their former status as compared to other employed persons, and beyond this, raise salaries to a level that will enable teachers to maintain themselves and their families at a professional plane of living.

Teachers should live in homes that provide comfort, privacy, and some opportunity for hospitality. Rents are high and so are costs of home ownership. Teachers must wear "white-collar" clothing, with attendant costs for maintenance. Teachers must pay for wholesome food. Health cannot be neglected—bills must be paid to the oculist, the dentist, and the physician. Teachers need telephones to maintain contact with pupils and others. They need automobiles, with their high operating costs. They must carry insurance of various sorts and should have a bank balance for emergencies. Teachers want to take part in civic and religious activities. They have a responsibility for membership in professional organizations. Teachers must share in intellectual and group activities—concerts, dramatics, forums, travel—that enrich their professional and personal equipment for service to children and youth. Continued professional study is often a requirement; it is always an ambition for career teachers. Add up the costs of a level of living that the average community would expect teachers and their families to maintain, compare that cost with the incomes of teachers and the need is crystal clear for real advances in teachers' salaries to new and higher levels of compensation.

More and more boards of education are rethinking their salary policies. Low enrolments in teacher-education institutions, many thousands of teaching positions filled by "emergency" teachers, high rates of turnover—such conditions are caused basically by low salaries for teachers and cannot be remedied without higher salaries. To raise conditions of teaching to the level required for successful recruitment other phases of personnel policy also need improvement, but the economic rewards are the basic consideration.

WILLARD E. GIVENS, *Executive Secretary,*
*National Education Association.*

# I. Introduction

Biennially, since 1922-23, the Research Division of the National Education Association has conducted surveys of the salaries paid in city-school systems. This RESEARCH BULLETIN presents a summary of the salaries paid city-school employees in 1948-49.

The grouping as to city size for the years 1940-41 and after is according to the figures published in the 1940 Census. In years prior to 1940-41, the 1930 Census was used.

## Method of Making Survey

The procedure in making this study was similar to that followed in previous years. The inquiry forms were mailed to superintendents of schools on September 10, 1948. A page of this questionnaire is illustrated on page 70 of this bulletin. Follow-up letters and telegrams were sent to secure the largest possible sampling. Correspondence was carried on whenever reasonable doubts occurred.

## New City Groupings

Attention is called to the *new* city groupings used in the 1948-49 survey. Previous reports in this survey series used the designation "Group I" for all cities over 100,000 in population; "Group II" was applied to cities of 30,000 to 100,000 population; and so on thru Group V.

This year the former Group I has been divided. *The new Group I includes cities over 500,000 in population; Group II designates the cities 100,000 to 500,000 in population; Group III applies to cities 30,000 to 100,000 in population; and so on thru Group VI.* See Table 1 on this page.

The new arrangement of groups in the present survey should be kept in mind by those who make comparisons between this and earlier reports in the Research Division's salary surveys.

The six population groups as defined in columns 1 and 2 of Table 1 are used consistently thruout this bulletin and are referred to by Roman numerals. The use of the group designations, both in text and tables, conserves space and avoids cumbersome repetition of the population limits.

## Size of Sample

Table 1 shows the classification used, the number of cities in each of the six population groups, and the number and percent of cities submitting usable replies.

A total of 2187 cities is included in the salary survey for this year. This is ninety-two more than the total reporting in any previous biennium. This study covers 58 percent of all school systems in cities above 2500 population and 89 percent of the school systems in cities with more than 30,000 population. It is estimated that 83 percent of all employees in city-school systems in the United States are included in the tabulations. The number of school employees of all classes included in this study is 439,400.

Because salaries in 1948-49 are changing thruout the year, and this report is based on figures reported early in the school year, the 1948-49 figures here reported are slightly lower than if end-of-the-year figures had been used.

TABLE 1.—NUMBER OF SCHOOL SYSTEMS INCLUDED IN STUDY

| Group number | Population ranges | Number of city-school systems according to 1940 Census[1] | Number of city-school systems reporting | Percent replying |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
| I | Over 500,000 | 14 | 14 | 100.0% |
| II | 100,000 to 500,000 | 78 | 72 | 92.3 |
| III | 30,000 to 100,000 | 268 | 233 | 86.9 |
| IV | 10,000 to 30,000 | 778 | 521 | 67.0 |
| V | 5,000 to 10,000 | 1,050 | 600 | 57.1 |
| VI | 2,500 to 5,000 | 1,608 | 747 | 46.5 |
| Total | | 3,796 | 2,187 | 57.6% |

[1]The figures given in this column exceed the number of cities as reported in the *16th Census*, U. S. Department of Commerce, Bureau of the Census, for the following reasons: First, the inclusion of certain New England communities over 2500 in population which prior to 1930 had been classified as urban but which were transferred to rural in 1930. Second, counting the number of school systems rather than the number of cities where dual systems are in operation. In all such cases, however, the 1940 Census population figures for the various cities rather than the population of the school districts were used in classifying.

## II. Trends in Salaries Paid, 1930-31 to 1948-49

It is possible thru the NEA Research Division's salary surveys to compare median salaries of school employees for a quarter of a century. Tables 2 thru 7 of the present section show periodic comparisons for the years since 1930-31. The medians for the new Group I and Group II cities have been recalculated for the earlier years so that they are comparable to the medians of the 1948-49 study.

### General Trends Since 1930-31

In 1930-31 the salaries of teachers in city-school systems stood at their highest point, up to that date, both in total amount and in purchasing power. A year or two thereafter the economic depression led to widespread unemployment and curtailment of salaries. The city medians reached their lowest levels in the school year 1934-35.

The 1936-37 and 1938-39 surveys revealed medians of salaries progressively higher than those in the 1934-35 study.[1] With the exception of one population group, there were increases from 1938-39 to 1940-41. In the big industrial centers in Group I the opening of the war drew off many experienced teachers. Their temporary replacements were paid at lower salaries so that for some positions there was an actual decrease in median salaries from 1938-39 to 1940-41. By 1940-41, the medians in Groups I thru IV equaled or exceeded those reported for the same city groups in 1930-31. Not until 1942-43 had Groups V and VI restored salaries so that the median salaries approximated those of the predepression year.

The 1944-45 survey showed a definite upward turn of the medians for most types of school positions in all city groups. From this date on the trend lines have been sharply upward as compared with the slow recovery between 1934-35 and 1942-43.

The median salaries paid, as shown by the present bulletin, are the highest reported to date in this series of biennial surveys. To say this, however, is to give but part of the picture since the vital question to the individual is the *purchasing power of the take-home pay*. This question will be discussed later in the present section.

### Trends of Salaries in Specific Groups

Tables 2 thru 7 of this section clearly show the adjustments in relative position of the median salaries paid to various types of school personnel. The discussion will be limited to the median salaries of classroom teachers, principals, and superintendents of schools.

*Classroom teachers*—The median salaries of all classroom teachers in 1948-49 are as follows for the various city sizes: Group I, $4242; Group II, $3423; Group III, $3150; Group IV, $2964; Group V, $2783; and Group VI, $2655. These medians are from 19 to 31 percent higher than the comparable medians of 1946-47; they are from 70 to 103 percent higher than the similar medians of the 1930-31 survey.

In addition to the generally substantial rise in actual salaries paid to classroom teachers during the past eighteen years there have been two other major trends. The first of these has been the closing of the gap which existed in 1930-31 between the median salaries of classroom teachers and administrators. In Group I the median salaries of all classroom teachers advanced 70 percent between 1930-31 and 1948-49, while, in this same period, the median salaries of no administrators in this city group increased by more than 43 percent.

The reasons for this trend are not hard to find. Generally speaking, before World War II the salaries of classroom teachers were exceptionally low, especially in the elementary schools. These low levels also were most characteristic of the small cities. As the teacher shortage and cost of living increased during the war years, in order to hold the staffs, relatively large proportions of any additional funds were put into salaries of classroom teachers. Other factors have been the increase in state aid for salary purposes and the tendency to raise the minimum salaries for inexperienced teachers more rapidly than maximum salaries, thus pushing up the average salaries of classroom teachers more rapidly than the upper limits of the salary schedules.

The second major trend, related to the one just discussed, has been the related reduction since 1930-31 of the gaps among various types

[1] Those not familiar with the term "median" may look upon it as having, for ordinary purposes, the same general significance as the familiar "arithmetic mean" or "average." More specifically, the best paid 50 percent of a group of teachers receive salaries equal to, or greater than, the median salary, and the poorest paid 50 percent of a group of teachers receive salaries equal to, or less than, the median.

## TABLE 2.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES OVER 500,000 IN POPULATION, 1930-31 TO 1948-49 (GROUP I)

| Type of school employee | Median salaries paid in | | | | | Percent of increase | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1930-31 | 1938-39 | 1940-41 | 1946-47 | 1948-49 | 1930-31 1948-49 | 1938-39 1948-49 | 1940-41 1948-49 | 1946-47 1948-49 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| *Classroom teachers:* | | | | | | | | | |
| Kindergarten | $2,320 | $2,399 | $2,371 | $3,152 | $3,663 | 57.9% | 52.7% | 54.5% | 16.2% |
| Elementary school | 2,407 | 2,469 | 2,434 | 3,200 | 4,019 | 67.0 | 62.8 | 65.1 | 25.6 |
| Atypical classes | 2,600 | 2,498 | 2,450 | 3,448 | 4,002 | 53.9 | 60.2 | 63.3 | 16.1 |
| Junior high school | 2,694 | 2,854 | 2,801 | 3,542 | 4,092 | 51.9 | 43.4 | 46.1 | 15.5 |
| High school | 3,061 | 3,109 | 3,106 | 4,047 | 4,689 | 53.2 | 50.8 | 51.0 | 15.9 |
| Junior college | ..... | ..... | ..... | ..... | 4,676 | .... | .... | .... | .... |
| Part-time or continuation school | 2,878 | 2,836 | 2,818 | 3,668 | 4,262 | 48.1 | 50.3 | 51.2 | 16.2 |
| Total all regular classroom teachers [1] | 2,492 | 2,787 | 2,708 | 3,580 | 4,242 | 70.2 | 52.2 | 56.6 | 18.5 |
| *Teaching department heads, deans, and assistant principals:* | | | | | | | | | |
| Junior high school | ..... | ..... | ..... | 4,058 | 4,558 | .... | .... | .... | 12.3 |
| High school | ..... | ..... | ..... | 6,400 | 6,500 | .... | .... | .... | 1.6 |
| *Supervising deans, department heads, and assistant principals:* | | | | | | | | | |
| Elementary school: | | | | | | | | | |
| Assistant principals | 4,380 | 4,679 | 4,665 | 4,136 | 5,141 | 17.4 | 9.9 | 10.2 | 24.3 |
| Junior high school: | | | | | | | | | |
| Deans and department heads | ..... | ..... | ..... | 4,446 | 5,250 | .... | .... | .... | 18.1 |
| Assistant principals | 3,677 | 3,533 | 4,610 | 4,886 | 5,480 | 49.0 | 55.1 | 18.9 | 12.2 |
| High school: | | | | | | | | | |
| Department heads | ..... | ..... | ..... | 4,329 | 5,222 | .... | .... | .... | 20.6 |
| Assistant principals | 5,643 | 5,331 | 4,161 | 5,111 | 5,788 | 2.6 | 8.6 | 39.1 | 13.2 |
| Junior college: | | | | | | | | | |
| Deans, department heads, and assistant principals | ..... | ..... | ..... | ..... | 5,625 | .... | .... | .... | .... |
| *Principals:* | | | | | | | | | |
| Supervisory elementary school | 4,135 | 3,994 | 3,966 | 5,077 | 5,907 | 42.9 | 47.9 | 48.9 | 16.3 |
| Junior high school | 4,969 | 5,306 | 5,134 | 5,909 | 6,906 | 39.0 | 30.2 | 34.5 | 16.9 |
| High school | 5,674 | 5,550 | 5,412 | 6,396 | 7,321 | 29.0 | 31.9 | 35.3 | 14.5 |
| Junior college | ..... | ..... | ..... | ..... | 7,813 | .... | .... | .... | .... |
| Part-time, continuation, or adult education school | 5,500 | ..... | 5,083 | 6,083 | 6,875 | 25.0 | .... | 35.3 | 13.0 |
| *Administrative and supervisory staff:* | | | | | | | | | |
| Superintendents of schools | 15,100 | 11,667 | 13,200 | 14,333 | 16,000 | 6.0 | 37.1 | 21.2 | 11.6 |
| Associate, assistant, or deputy superintendents | 7,583 | 7,542 | 6,482 | 9,010 | 9,667 | 27.5 | 28.2 | 49.1 | 7.3 |
| Administrative assistants | ..... | ..... | ..... | 6,050 | 6,406 | .... | .... | .... | 5.9 |
| Business managers | 8,500 | 6,750 | 7,750 | 6,017 | 8,333 | −2.0 | 23.5 | 7.5 | 38.5 |
| Purchasing officers | ..... | ..... | ..... | ..... | 5,286 | .... | .... | .... | .... |
| Auditors | ..... | ..... | ..... | ..... | 7,000 | .... | .... | .... | .... |
| Accountants | ..... | ..... | ..... | ..... | 5,250 | .... | .... | .... | .... |
| Directors, assistant directors, or supervisors of: | | | | | | | | | |
| Research, tests, etc. | 3,800 | 3,933 | 3,900 | 4,350 | 5,417 | 42.6 | 37.7 | 38.9 | 24.5 |
| Pupil personnel | ..... | ..... | ..... | ..... | 4,700 | .... | .... | .... | .... |
| Employee personnel | ..... | ..... | ..... | ..... | 7,250 | .... | .... | .... | .... |
| Vocational education | 4,540 | 3,817 | 3,567 | 4,650 | 6,188 | 36.3 | 62.1 | 73.5 | 33.1 |
| Physical education | 3,218 | 3,157 | 3,625 | 4,575 | 5,298 | 64.6 | 67.8 | 46.2 | 15.8 |
| Health | 3,500 | 3,950 | 2,973 | 5,350 | 6,250 | 78.6 | 58.2 | 110.2 | 16.8 |
| School library services | ..... | ..... | ..... | 3,950 | 5,167 | .... | .... | .... | 30.8 |
| Special education | ..... | ..... | ..... | ..... | 5,250 | .... | .... | .... | .... |
| Adult education | ..... | ..... | ..... | 5,450 | 6,500 | .... | .... | .... | 19.3 |
| Veteran education | ..... | ..... | ..... | 5,050 | 5,250 | .... | .... | .... | 4.0 |
| Art | 3,157 | 3,108 | 3,300 | 4,278 | 5,091 | 61.3 | 63.8 | 54.3 | 19.0 |
| Music | 3,245 | 3,056 | 3,185 | 3,965 | 5,159 | 59.0 | 68.8 | 62.0 | 30.1 |
| Manual or industrial arts | 5,950 | 3,191 | 3,633 | 4,583 | 5,500 | −7.6 | 72.4 | 51.4 | 20.0 |
| Home economics | 3,500 | 4,000 | 4,000 | 4,683 | 5,550 | 58.6 | 38.8 | 38.8 | 18.5 |
| Audio-visual education | ..... | 3,700 | 2,900 | 4,625 | 5,063 | .... | 36.8 | 74.6 | 9.5 |
| Curriculum | ..... | ..... | ..... | ..... | 6,375 | .... | .... | .... | .... |
| Elementary education | ..... | 3,300 | 3,500 | 4,634 | 5,286 | .... | 60.2 | 51.0 | 14.1 |
| Primary grades | ..... | 2,883 | 3,150 | 4,250 | 5,375 | .... | 86.4 | 70.6 | 26.5 |
| Secondary education | ..... | ..... | ..... | ..... | 5,297 | .... | .... | .... | .... |
| *Other school employees:* | | | | | | | | | |
| Secretarial and clerical employees: | | | | | | | | | |
| Secretaries to superintendents of schools | 2,700 | 3,300 | 3,400 | 3,450 | 4,350 | 61.1 | 31.8 | 27.9 | 26.1 |
| Secretaries of boards of education | 6,250 | 5,000 | 4,800 | 6,550 | 9,625 | 54.0 | 92.5 | 100.5 | 46.9 |
| Clerks in principals' offices | 1,519 | 1,573 | 1,480 | 2,138 | 2,509 | 65.2 | 59.5 | 69.5 | 17.4 |
| Clerks in other administrative and supervisory offices | 1,714 | 1,822 | 1,787 | 2,465 | 2,840 | 65.7 | 55.9 | 58.9 | 15.2 |
| Superintendents of buildings | 5,500 | 4,700 | 5,833 | 6,431 | 7,500 | 36.4 | 59.6 | 28.6 | 16.6 |
| Head janitors | 3,500 | 3,920 | 4,040 | 4,554 | 5,179 | 48.0 | 32.1 | 28.2 | 13.7 |
| Nurses | 1,924 | 1,814 | 1,926 | 2,436 | 2,873 | 49.3 | 58.4 | 49.2 | 17.9 |
| School physicians | ..... | ..... | ..... | 4,630 | 5,067 | .... | .... | .... | 9.4 |
| Chief attendance officers | 5,050 | 4,900 | 4,900 | 5,261 | 6,175 | 22.3 | 26.0 | 26.0 | 17.4 |
| Attendance officers | 2,162 | 2,814 | 2,383 | 3,096 | 3,660 | 69.3 | 30.1 | 53.6 | 18.2 |
| Head, school cafeterias | ..... | ..... | ..... | 4,750 | 5,125 | .... | .... | .... | 7.9 |

[1] Includes regular kindergarten, elementary, junior-high, and high-school teachers.

## TABLE 3.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 100,000 TO 500,000 IN POPULATION, 1930-31 TO 1948-49 (GROUP II)

| Type of school employee | Median salaries paid in | | | | | Percent of increase | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1930-31 | 1938-39 | 1940-41 | 1946-47 | 1948-49 | 1930-31 1948-49 | 1938-39 1948-49 | 1940-41 1948-49 | 1946-47 1948-49 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| *Classroom teachers:* | | | | | | | | | |
| Kindergarten | $1,843 | $1,875 | $1,879 | $2,467 | $3,087 | 67.5% | 64.6% | 64.3% | 25.1% |
| Elementary school | 1,866 | 1,863 | 1,901 | 2,559 | 3,265 | 75.0 | 75.3 | 71.8 | 27.6 |
| Atypical classes | 2,069 | 2,047 | 2,086 | 2,777 | 3,533 | 70.8 | 72.6 | 69.4 | 27.2 |
| Junior high school | 2,124 | 2,102 | 2,087 | 2,781 | 3,537 | 66.5 | 68.3 | 69.5 | 27.2 |
| High school | 2,412 | 2,296 | 2,288 | 2,993 | 3,793 | 57.3 | 65.2 | 65.8 | 26.7 |
| Junior college | ..... | ..... | ..... | ..... | 4,426 | .... | .... | .... | .... |
| Part-time or continuation school | 2,315 | 1,952 | 1,977 | 2,733 | 3,689 | 59.4 | 89.0 | 86.6 | 35.0 |
| Total all regular classroom teachers [1] | 2,006 | 1,991 | 2,029 | 2,704 | 3,423 | 70.6 | 71.9 | 68.7 | 26.6 |
| *Teaching department heads, deans, and assistant principals:* | | | | | | | | | |
| Junior high school | ..... | ..... | ..... | 3,508 | 4,150 | .... | .... | .... | 18.3 |
| High school | ..... | ..... | ..... | 3,453 | 4,363 | .... | .... | .... | 26.4 |
| *Supervising deans, department heads, and assistant principals:* | | | | | | | | | |
| Elementary school: | | | | | | | | | |
| Assistant principals | 2,485 | 2,833 | 3,029 | 3,278 | 4,744 | 90.9 | 67.5 | 56.6 | 44.7 |
| Junior high school: | | | | | | | | | |
| Deans and department hea | ..... | ..... | ..... | 3,483 | 4,500 | .... | .... | .... | 29.2 |
| Assistant principals | 3,083 | 2,890 | 2,975 | 3,739 | 4,706 | 52.6 | 62.8 | 58.2 | 25.9 |
| High school: | | | | | | | | | |
| Deans | 2,792 | 2,705 | 2,677 | 3,452 | 4,424 | 58.5 | 63.5 | 65.3 | 28.2 |
| Department heads | ..... | ..... | ..... | 3,849 | 4,779 | .... | .... | .... | 24.2 |
| Assistant principals | 3,498 | 3,324 | 3,265 | 4,093 | 5,061 | 44.7 | 52.3 | 55.0 | 23.7 |
| Junior college: | | | | | | | | | |
| Deans, department heads, and assistant principals | ..... | ..... | ..... | ..... | 5,250 | .... | .... | .... | .... |
| *Principals:* | | | | | | | | | |
| Teaching elementary school | 2,330 | 2,367 | 2,088 | 2,800 | 3,661 | 57.1 | 54.7 | 75.3 | 30.8 |
| Supervising elementary school | 3,076 | 2,981 | 2,948 | 3,764 | 4,676 | 52.0 | 56.9 | 58.6 | 24.2 |
| Junior high school | 3,805 | 3,714 | 3,761 | 4,507 | 5,373 | 41.2 | 44.7 | 42.9 | 19.2 |
| High school | 4,547 | 4,241 | 4,183 | 5,049 | 6,073 | 33.6 | 43.2 | 45.2 | 20.3 |
| Junior college | ..... | ..... | ..... | ..... | 6,250 | .... | .... | .... | .... |
| Part-time or continuation school | 3,500 | 3,500 | 3,600 | 4,467 | 5,354 | 53.0 | 53.0 | 48.7 | 19.9 |
| *Administrative and supervisory staff:* | | | | | | | | | |
| Superintendents of schools | 9,071 | 7,929 | 8,237 | 9,525 | 11,250 | 24.0 | 41.9 | 36.6 | 18.1 |
| Associate, assistant, or deputy superintendents | 5,180 | 5,087 | 5,324 | 6,195 | 7,558 | 45.9 | 48.6 | 42.0 | 22.0 |
| Administrative assistants | ..... | ..... | ..... | 5,250 | 5,688 | .... | .... | .... | 8.3 |
| Business managers | 5,083 | 4,483 | 4,700 | 4,475 | 6,583 | 29.5 | 46.8 | 40.1 | 47.1 |
| Purchasing officers | ..... | ..... | ..... | ..... | 4,280 | .... | .... | .... | .... |
| Auditors | ..... | ..... | ..... | ..... | 4,300 | .... | .... | .... | .... |
| Accountants | ..... | ..... | ..... | ..... | 3,820 | .... | .... | .... | .... |
| Directors, assistant directors, or supervisors of: | | | | | | | | | |
| Research, tests, etc. | 3,200 | 3,150 | 3,222 | 4,133 | 4,943 | 54.5 | 56.9 | 53.4 | 19.6 |
| Pupil personnel | ..... | ..... | ..... | ..... | 4,350 | .... | .... | .... | .... |
| Employee personnel | ..... | ..... | ..... | ..... | 5,750 | .... | .... | .... | .... |
| Vocational education | 4,900 | 3,850 | 3,678 | 4,675 | 5,313 | 8.4 | 38.0 | 44.5 | 13.6 |
| Physical education | 3,043 | 3,150 | 3,075 | 3,972 | 4,840 | 59.1 | 53.7 | 57.4 | 21.9 |
| Health | 2,720 | 3,133 | 2,875 | 4,200 | 5,000 | 83.8 | 59.6 | 73.9 | 19.0 |
| School library services | ..... | ..... | ..... | 3,183 | 4,500 | .... | .... | .... | 41.4 |
| Special education | ..... | ..... | ..... | ..... | 4,900 | .... | .... | .... | .... |
| Adult education | ..... | ..... | ..... | 3,850 | 4,867 | .... | .... | .... | 26.4 |
| Veteran education | ..... | ..... | ..... | 3,713 | 4,540 | .... | .... | .... | 22.3 |
| Art | 2,713 | 2,829 | 2,820 | 3,808 | 4,625 | 70.5 | 63.5 | 64.0 | 21.5 |
| Music | 2,715 | 2,757 | 2,883 | 3,779 | 4,647 | 71.2 | 68.6 | 61.2 | 23.0 |
| Penmanship | 2,736 | 2,720 | 2,750 | 3,575 | 4,625 | 69.0 | 70.0 | 68.2 | 29.4 |
| Manual or industrial arts | 4,383 | 3,063 | 3,375 | 4,000 | 4,956 | 13.1 | 61.8 | 46.8 | 23.9 |
| Home economics | 2,914 | 2,933 | 2,929 | 3,917 | 4,725 | 62.1 | 61.1 | 61.3 | 20.6 |
| Audio-visual education | ..... | 2,800 | 2,800 | 3,750 | 4,617 | .... | 64.9 | 64.9 | 23.1 |
| Curriculum | ..... | ..... | ..... | ..... | 5,292 | .... | .... | .... | .... |
| Elementary education | ..... | 3,250 | 3,325 | 4,380 | 5,115 | .... | 57.4 | 53.8 | 16.8 |
| Primary grades | ..... | 3,400 | 3,400 | 3,933 | 4,633 | .... | 36.3 | 36.3 | 17.8 |
| Secondary education | ..... | 3,900 | 4,400 | 5,000 | 5,167 | .... | 32.5 | 17.4 | 3.3 |
| *Other school employees:* | | | | | | | | | |
| Secretarial and clerical employees: | | | | | | | | | |
| Secretaries to superintendents of schools | 2,214 | 1,975 | 1,990 | 2,583 | 3,109 | 40.4 | 57.4 | 56.2 | 20.4 |
| Secretaries of boards of education | 4,088 | 3,425 | 3,400 | 4,567 | 5,393 | 31.9 | 57.5 | 58.6 | 18.1 |
| Clerks in principals' offices | 1,049 | 1,023 | 1,021 | 1,569 | 1,924 | 83.4 | 88.1 | 88.4 | 22.6 |
| Clerks in other administrative and supervisory offices | 1,398 | 1,370 | 1,347 | 1,936 | 2,319 | 65.9 | 69.3 | 72.2 | 19.8 |
| Superintendents of buildings | 3,900 | 3,743 | 3,733 | 4,750 | 5,525 | 41.7 | 47.6 | 48.0 | 16.3 |
| Head janitors | 2,257 | 1,905 | 2,733 | 3,508 | 4,283 | 89.8 | 124.8 | 56.7 | 22.1 |
| Head nurses | 2,114 | 1,863 | 1,900 | 2,933 | 3,650 | 72.7 | 95.9 | 92.1 | 24.4 |
| Nurses | 1,628 | 1,661 | 1,701 | 2,282 | 2,851 | 75.1 | 71.6 | 67.6 | 24.9 |
| School physicians | ..... | ..... | ..... | 4,850 | 5,708 | .... | .... | .... | 17.7 |
| Chief attendance officers | 2,783 | 2,450 | 2,713 | 3,658 | 4,314 | 55.0 | 76.1 | 59.0 | 17.9 |
| Attendance officers | 1,878 | 1,867 | 1,941 | 2,528 | 3,171 | 68.8 | 69.8 | 63.4 | 25.4 |
| Head, school cafeterias | ..... | ..... | ..... | 3,663 | 4,600 | .... | .... | .... | 25.6 |

[1] Includes regular kindergarten, elementary, junior-high, and high-school teachers.

# TABLE 4.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 30,000 TO 100,000 IN POPULATION, 1930-31 TO 1948-49 (GROUP III)

| Type of school employee | Median salaries[1] paid in | | | | | Percent of increase | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1930-31 | 1938-39 | 1940-41 | 1946-47 | 1948-49 | 1930-31 1948-49 | 1938-39 1948-49 | 1940-41 1948-49 | 1946-47 1948-49 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| *Classroom teachers:* | | | | | | | | | |
| Kindergarten | $1,609 | $1,647 | $1,683 | $2,324 | $3,006 | 86.8% | 82.5% | 78.6% | 29.3% |
| Elementary school | 1,609 | 1,584 | 1,608 | 2,288 | 2,955 | 83.7 | 86.6 | 83.8 | 29.2 |
| Atypical classes | 1,850 | 1,771 | 1,787 | 2,529 | 3,254 | 75.9 | 83.7 | 82.1 | 28.7 |
| Junior high school | 1,860 | 1,843 | 1,847 | 2,546 | 3,280 | 76.3 | 78.0 | 77.6 | 28.8 |
| High school | 2,111 | 2,029 | 2,039 | 2,774 | 3,444 | 63.1 | 69.7 | 68.9 | 24.2 |
| Junior college | ..... | ..... | ..... | ..... | 4,088 | .... | .... | .... | .... |
| Part-time or continuation school | 2,166 | 2,065 | 2,106 | 2,636 | 3,450 | 59.3 | 67.1 | 63.8 | 30.9 |
| Total all regular classroom teachers[2] | 1,760 | 1,748 | 1,763 | 2,458 | 3,150 | 79.0 | 80.2 | 78.7 | 28.2 |
| *Teaching department heads, deans, and assistant principals:* | | | | | | | | | |
| Junior high school | .....* | ..... | ..... | 2,967 | 3,747 | .... | .... | .... | 26.3 |
| High school | ..... | ..... | ..... | 3,277 | 4,224 | .... | .... | .... | 28.9 |
| *Supervising deans, department heads, and assistant principals:* | | | | | | | | | |
| Elementary school: | | | | | | | | | |
| Assistant principals | 2,756 | 2,200 | 2,067 | 2,786 | 4,129 | 49.8 | 87.7 | 99.8 | 48.2 |
| Junior high school: | | | | | | | | | |
| Deans and department heads | ..... | ..... | ..... | 3,069 | 4,007 | .... | .... | .... | 30.6 |
| Assistant principals | 2,743 | 2,650 | 2,667 | 3,458 | 4,318 | 57.4 | 62.9 | 61.9 | 24.9 |
| High school: | | | | | | | | | |
| Deans | 2,523 | 2,503 | 2,460 | 3,370 | 4,444 | 76.1 | 77.5 | 80.7 | 31.9 |
| Department heads | ..... | ..... | ..... | 3,830 | 4,373 | .... | .... | .... | 14.2 |
| Assistant principals | 3,053 | 3,069 | 3,093 | 3,714 | 4,600 | 50.7 | 49.9 | 48.7 | 23.9 |
| Junior college: | | | | | | | | | |
| Deans, department heads, and assistant principals | ..... | ..... | ..... | ..... | 5,042 | .... | .... | .... | .... |
| *Principals:* | | | | | | | | | |
| Teaching elementary school | 2,011 | 1,966 | 1,893 | 2,576 | 3,226 | 60.4 | 64.1 | 70.4 | 25.2 |
| Supervising elementary school | 2,646 | 2,467 | 2,470 | 3,328 | 4,195 | 58.5 | 70.0 | 69.8 | 26.1 |
| Junior high school | 3,353 | 3,215 | 3,175 | 4,016 | 4,788 | 42.8 | 48.9 | 50.8 | 19.2 |
| High school | 4,281 | 4,055 | 4,000 | 4,700 | 5,468 | 27.7 | 34.8 | 36.7 | 16.3 |
| Junior college | ..... | ..... | ..... | ..... | 5,929 | .... | .... | .... | .... |
| Part-time or continuation school | 3,050 | 3,050 | 3,150 | 3,967 | 5,300 | 73.8 | 73.8 | 68.3 | 33.6 |
| *Administrative and supervisory staff:* | | | | | | | | | |
| Superintendents of schools | 6,758 | 6,125 | 6,116 | 7,307 | 8,772 | 29.8 | 43.2 | 43.4 | 20.0 |
| Associate, assistant, or deputy superintendents | 4,587 | 4,350 | 4,333 | 5,333 | 6,683 | 45.7 | 53.6 | 54.2 | 25.3 |
| Administrative assistants | ..... | ..... | ..... | 3,875 | 5,250 | .... | .... | .... | 35.5 |
| Business managers | 3,690 | 3,500 | 3,457 | 4,180 | 5,330 | 44.4 | 52.3 | 54.2 | 27.5 |
| Purchasing officers | ..... | ..... | ..... | ..... | 3,900 | .... | .... | .... | .... |
| Auditors | ..... | ..... | ..... | ..... | 3,500 | .... | .... | .... | .... |
| Accountants | ..... | ..... | ..... | ..... | 3,157 | .... | .... | .... | .... |
| Directors, assistant directors, or supervisors of: | | | | | | | | | |
| Research, tests, etc. | 2,450 | 2,580 | 2,488 | 3,625 | 4,275 | 74.5 | 65.7 | 71.8 | 17.9 |
| Pupil personnel | ..... | ..... | ..... | ..... | 4,317 | .... | .... | .... | .... |
| Employee personnel | ..... | ..... | ..... | ..... | 4,500 | .... | .... | .... | .... |
| Vocational education | 3,200 | 3,186 | 3,060 | 3,900 | 4,773 | 49.2 | 49.8 | 56.0 | 22.4 |
| Physical education | 2,479 | 2,600 | 2,530 | 3,467 | 4,195 | 69.2 | 61.3 | 65.8 | 21.0 |
| Health | 2,125 | 2,525 | 2,600 | 3,200 | 3,957 | 86.2 | 56.7 | 52.2 | 23.7 |
| School library services | ..... | ..... | ..... | 2,675 | 3,329 | .... | .... | .... | 24.4 |
| Special education | ..... | ..... | ..... | ..... | 3,600 | .... | .... | .... | .... |
| Adult education | ..... | ..... | ..... | 3,733 | 4,775 | .... | .... | .... | 27.9 |
| Veteran education | ..... | ..... | ..... | 3,650 | 4,400 | .... | .... | .... | 20.5 |
| Art | 2,324 | 2,325 | 2,355 | 3,127 | 3,887 | 67.3 | 67.2 | 65.1 | 24.3 |
| Music | 2,375 | 2,341 | 2,433 | 3,127 | 3,914 | 64.8 | 67.2 | 60.9 | 25.2 |
| Penmanship | 2,300 | 2,488 | 2,450 | 2,800 | 3,600 | 56.5 | 44.7 | 46.9 | 28.6 |
| Manual or industrial arts | 2,892 | 2,792 | 2,780 | 3,583 | 4,360 | 50.8 | 56.2 | 56.8 | 21.7 |
| Home economics | 2,300 | 2,289 | 2,392 | 3,100 | 3,838 | 66.9 | 67.7 | 60.5 | 23.8 |
| Audio-visual education | ..... | 2,550 | 2,400 | 3,125 | 4,111 | .... | 61.2 | 71.3 | 31.6 |
| Curriculum | ..... | ..... | ..... | ..... | 5,500 | .... | .... | .... | .... |
| Elementary education | ..... | 2,686 | 2,810 | 3,688 | 4,544 | .... | 69.2 | 61.7 | 23.2 |
| Primary grades | ..... | 2,650 | 2,580 | 3,363 | 4,200 | .... | 58.5 | 62.8 | 24.9 |
| Secondary education | ..... | 3,100 | 2,975 | 3,800 | 4,917 | .... | 58.6 | 65.3 | 29.4 |
| *Other school employees:* | | | | | | | | | |
| Secretarial and clerical employees: | | | | | | | | | |
| Secretaries to superintendents of schools | 1,815 | 1,668 | 1,663 | 2,289 | 2,667 | 46.9 | 59.8 | 60.4 | 16.5 |
| Secretaries of boards of education | 2,514 | 2,350 | 2,660 | 3,692 | 4,550 | 81.0 | 93.6 | 71.1 | 23.2 |
| Clerks in principals' offices | 1,046 | −1,000 | 986 | 1,585 | 1,959 | 87.3 | .... | 98.7 | 23.6 |
| Clerks in other administrative and supervisory offices | 1,268 | 1,247 | 1,232 | 1,851 | 2,222 | 75.2 | 78.2 | 80.4 | 20.0 |
| Superintendents of buildings | 2,700 | 2,581 | 2,806 | 3,631 | 4,280 | 58.5 | 65.8 | 52.5 | 17.9 |
| Head janitors | 1,978 | 1,968 | 1,931 | 2,794 | 3,210 | 62.3 | 63.1 | 66.2 | 14.9 |
| Head nurses | 1,973 | 1,809 | 1,792 | 2,600 | 3,179 | 61.1 | 75.7 | 77.4 | 22.3 |
| Nurses | 1,651 | 1,649 | 1,629 | 2,309 | 2,816 | 70.6 | 70.8 | 72.9 | 22.0 |
| School physicians | ..... | ..... | ..... | 3,550 | 5,208 | .... | .... | .... | 46.7 |
| Chief attendance officers | 2,033 | 1,919 | 1,978 | 2,792 | 3,444 | 69.4 | 79.5 | 74.1 | 23.4 |
| Attendance officers | 1,736 | 1,569 | 1,578 | 2,204 | 2,732 | 57.4 | 74.1 | 73.1 | 24.0 |
| Head, school cafeterias | ..... | ..... | ..... | 2,667 | 3,338 | .... | .... | .... | 25.2 |

[1] A minus sign (−) before a median figure means that the exact median cannot be calculated from the information given, but it is somewhat below the sum following the minus sign.

[2] Includes regular kindergarten, elementary, junior-high, and high-school teachers.

of classroom teachers. In Group I, for example, between 1930-31 and 1948-49 the median salary of high-school teachers increased 53.2 percent while that of elementary-school teachers increased 67.0 percent.

Similarly it is generally true for the other city groups (Tables 3 thru 7) that the relative differences among the median salaries of various types of classroom teachers are substantially less this year than in 1930-31. Undoubtedly one reason for this change has been the widespread adoption of the single salary schedule idea (see Table 20, p. 65).

*Principals*—To a considerable extent the trends found in the medians of classroom teachers are also present in the medians of prin-

**TABLE 5.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 10,000 TO 30,000 IN POPULATION, 1930-31 TO 1948-49 (GROUP IV)**

| Type of school employee | Median salaries paid in | | | | | Percent of increase | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1930-31 | 1938-39 | 1940-41 | 1946-47 | 1948-49 | 1930-31 1948-49 | 1938-39 1948-49 | 1940-41 1948-49 | 1946-47 1948-49 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| *Classroom teachers:* | | | | | | | | | |
| Elementary school [1] | $1,428 | $1,405 | $1,432 | $2,118 | $2,778 | 94.5% | 97.7% | 94.0% | 31.2% |
| Junior high school | 1,619 | 1,589 | 1,597 | 2,354 | 3,014 | 86.2 | 89.7 | 88.7 | 28.0 |
| High school | 1,876 | 1,779 | 1,803 | 2,595 | 3,269 | 74.3 | 83.8 | 81.3 | 26.0 |
| Junior college | ..... | ..... | ..... | ..... | 3,792 | .... | .... | .... | .... |
| Part-time or continuation school | 1,864 | 1,736 | 1,660 | 2,050 | 3,450 | 85.1 | 98.7 | 107.8 | 68.3 |
| Total all regular classroom teachers [2] | 1,552 | 1,525 | 1,551 | 2,299 | 2,964 | 91.0 | 94.4 | 91.1 | 28.9 |
| *Supervising assistant principals, deans, and department heads:* | | | | | | | | | |
| Junior high school | ..... | ..... | ..... | ..... | 3,971 | .... | .... | .... | .... |
| High school | ..... | ..... | ..... | ..... | 4,246 | .... | .... | .... | .... |
| Junior college | ..... | ..... | ..... | ..... | 4,800 | .... | .... | .... | .... |
| *Principals:* | | | | | | | | | |
| Elementary school: | | | | | | | | | |
| Teaching | 1,742 | 1,676 | 1,686 | 2,382 | 3,121 | 79.2 | 86.2 | 85.1 | 31.0 |
| Supervising | 2,349 | 2,231 | 2,220 | 3,031 | 3,872 | 64.8 | 73.6 | 74.4 | 27.7 |
| Total | 1,900 | 1,857 | 1,848 | 2,652 | 3,469 | 82.6 | 86.8 | 87.7 | 30.8 |
| Junior high school: | | | | | | | | | |
| Teaching | ..... | ..... | ..... | 2,725 | 3,275 | .... | .... | .... | 20.2 |
| Supervising | ..... | ..... | ..... | 3,471 | 4,332 | .... | .... | .... | 24.8 |
| Total | 2,763 | 2,667 | 2,598 | 3,425 | 4,300 | 55.6 | 61.2 | 65.5 | 25.5 |
| High school: | | | | | | | | | |
| Teaching | ..... | ..... | ..... | 3,080 | 3,767 | .... | .... | .... | 22.3 |
| Supervising | ..... | ..... | ..... | 4,102 | 4,826 | .... | .... | .... | 17.6 |
| Total | 3,613 | 3,309 | 3,303 | 4,071 | 4,796 | 32.7 | 44.9 | 45.2 | 17.8 |
| Junior college presidents, principals, or chief administrators | ..... | ..... | ..... | ..... | 5,700 | .... | .... | .... | .... |
| *Administrative and supervisory staff:* | | | | | | | | | |
| Superintendents of schools | 5,149 | 4,700 | 4,693 | 5,856 | 6,830 | 32.6 | 45.3 | 45.5 | 16.6 |
| Assistant superintendents | 2,950 | 2,875 | 3,125 | 4,425 | 5,614 | 90.3 | 95.3 | 79.6 | 26.9 |
| Business managers | 3,200 | 2,650 | 2,625 | 3,667 | 4,600 | 43.8 | 73.6 | 75.2 | 25.4 |
| Directors, assistant directors, or supervisors of: | | | | | | | | | |
| Research, tests, etc. | 2,150 | 2,267 | 2,250 | 3,167 | 3,900 | 81.4 | 72.0 | 73.3 | 23.1 |
| Guidance | ..... | ..... | ..... | 3,550 | 3,950 | .... | .... | .... | 11.3 |
| Vocational education | 3,017 | 2,481 | 2,517 | 3,550 | 4,185 | 38.7 | 68.7 | 66.3 | 17.9 |
| Physical education | 2,009 | 2,058 | 2,044 | 2,976 | 3,888 | 93.5 | 88.9 | 90.2 | 30.6 |
| Health | 1,767 | 1,700 | 1,600 | 2,950 | 3,425 | 93.8 | 101.5 | 114.1 | 16.1 |
| School library services | ..... | ..... | ..... | 2,350 | 3,230 | .... | .... | .... | 37.4 |
| Adult education | ..... | ..... | ..... | 3,433 | 4,900 | .... | .... | .... | 42.7 |
| Veteran education | ..... | ..... | ..... | 3,467 | 3,840 | .... | .... | .... | 10.8 |
| Art | 1,826 | 1,854 | 1,824 | 2,532 | 3,345 | 83.2 | 80.4 | 83.4 | 32.1 |
| Music | 1,943 | 1,895 | 1,895 | 2,708 | 3,441 | 77.1 | 81.6 | 81.6 | 27.1 |
| Manual or industrial arts | 2,194 | 2,010 | 2,040 | 2,943 | 3,463 | 57.8 | 72.3 | 69.8 | 17.7 |
| Home economics | 1,718 | 1,647 | 1,675 | 2,358 | 2,893 | 68.4 | 75.7 | 72.7 | 22.7 |
| Elementary education | ..... | ..... | ..... | 3,147 | 4,086 | .... | .... | .... | 29.8 |
| *Other school employees:* | | | | | | | | | |
| Secretarial and clerical employees: | | | | | | | | | |
| Secretaries to superintendents of schools | 1,453 | 1,357 | 1,369 | 1,989 | 2,446 | 68.3 | 80.3 | 78.7 | 23.0 |
| Secretaries of boards of education | 1,250 | 1,286 | 1,288 | 2,056 | 2,794 | 123.5 | 117.3 | 116.9 | 35.9 |
| Clerks in principals' offices | 966 | 862 | 889 | 1,533 | 1,802 | 86.5 | 109.0 | 102.7 | 17.5 |
| Clerks in other administrative and supervisory offices | 1,113 | 1,067 | 1,061 | 1,787 | 2,077 | 86.6 | 94.7 | 95.8 | 16.2 |
| Superintendents of buildings | 2,175 | 2,069 | 2,108 | 2,981 | 3,588 | 65.0 | 73.4 | 70.2 | 20.4 |
| Janitors | 1,360 | 1,315 | 1,324 | 1,977 | 2,398 | 76.3 | 82.4 | 81.1 | 21.3 |
| Nurses | 1,762 | 1,578 | 1,599 | 2,235 | 2,795 | 58.6 | 77.1 | 74.8 | 25.1 |
| Attendance officers | 1,195 | 1,269 | 1,236 | 2,144 | 2,513 | 110.3 | 98.0 | 103.3 | 17.2 |
| Head, school cafeterias | ..... | ..... | ..... | 2,400 | 3,000 | .... | .... | .... | 25.0 |

[1] Includes kindergarten teachers.
[2] Includes regular kindergarten, elementary, junior-high, and high-school teachers.

cipals. Briefly stated they are that, in the past eighteen years, (a) the percent of change has generally been greater in the small cities than in the largest cities and (b) the percent of change has generally been greater in the elementary schools than in the high schools.

These trends can be illustrated by specific types. Supervising elementary-school principals' medians, between 1930-31 and 1948-49, increased by the following percents: Group I, 42.9 percent; Group II, 52.0 percent; Group III, 58.5 percent; Group IV, 64.8 percent; Group V, 76.0 percent; and Group VI, 69.7 percent. The respective percents for high-school principals were: 29.0, 33.6, 27.7, 32.7, 49.8, and 64.3. From the city-size angle it will be

**TABLE 6.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 5,000 TO 10,000 IN POPULATION, 1930-31 TO 1948-49 (GROUP V)**

| Type of school employee | Median salaries[1] paid in | | | | | Percent of increase | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1930-31 | 1938-39 | 1940-41 | 1946-47 | 1948-49 | 1930-31 1948-49 | 1938-39 1948-49 | 1940-41 1948-49 | 1946-47 1948-49 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| *Classroom teachers:* | | | | | | | | | |
| Elementary school[2] | $1,303 | $1,251 | $1,289 | $1,948 | $2,609 | 100.2% | 108.6% | 102.4% | 33.9% |
| Junior high school | 1,494 | 1,387 | 1,452 | 2,155 | 2,874 | 92.4 | 107.2 | 97.9 | 33.4 |
| High school | 1,692 | 1,607 | 1,626 | 2,375 | 3,017 | 78.3 | 87.7 | 85.5 | 27.0 |
| Junior college | ..... | ..... | ..... | ..... | 3,450 | .... | .... | .... | .... |
| Part-time or continuation school | 1,454 | 1,475 | 850 | 2,617 | 3,270 | 124.9 | 121.7 | 284.7 | 25.0 |
| Total all regular classroom teachers[3] | 1,434 | 1,380 | 1,424 | 2,121 | 2,783 | 94.1 | 101.7 | 95.4 | 31.2 |
| *Supervising assistant principals, deans, and department heads:* | | | | | | | | | |
| Junior high school | ..... | ..... | ..... | ..... | 4,150 | .... | .... | .... | .... |
| High school | ..... | ..... | ..... | ..... | 4,019 | .... | .... | .... | .... |
| Junior college | ..... | ..... | ..... | ..... | 4,300 | .... | .... | .... | .... |
| *Principals:* | | | | | | | | | |
| Elementary school: | | | | | | | | | |
| Teaching | 1,583 | 1,481 | 1,494 | 2,214 | 2,859 | 80.6 | 93.0 | 91.4 | 29.1 |
| Supervising | 2,239 | 2,028 | 2,081 | 2,948 | 3,941 | 76.0 | 94.3 | 89.4 | 33.7 |
| Total | 1,653 | 1,562 | 1,578 | 2,356 | 3,124 | 89.0 | 100.0 | 98.0 | 32.6 |
| Junior high school: | | | | | | | | | |
| Teaching | ..... | ..... | ..... | 2,500 | 3,250 | .... | .... | .... | 30.0 |
| Supervising | ..... | ..... | ..... | 3,150 | 3,988 | .... | .... | .... | 26.6 |
| Total | 2,184 | 2,025 | 1,992 | 2,965 | 3,778 | 73.0 | 86.6 | 89.7 | 27.4 |
| High school: | | | | | | | | | |
| Teaching | ..... | ..... | ..... | 3,230 | 2,925 | .... | .... | .... | −9.4 |
| Supervising | ..... | ..... | ..... | 3,514 | 4,264 | .... | .... | .... | 21.3 |
| Total | 2,825 | 2,597 | 2,596 | 3,496 | 4,232 | 49.8 | 63.0 | 63.0 | 21.1 |
| Junior college presidents, principals, or chief administrators | ..... | ..... | ..... | ..... | 4,450 | .... | .... | .... | .... |
| *Administrative and supervisory staff:* | | | | | | | | | |
| Superintendents of schools | 4,188 | 3,780 | 3,780 | 4,719 | 5,763 | 37.6 | 52.5 | 52.5 | 22.1 |
| Assistant superintendents | 3,300 | 2,600 | 2,750 | 3,800 | 4,600 | 39.4 | 76.9 | 67.3 | 21.1 |
| Business managers | 2,500 | 2,175 | 2,150 | 3,000 | 3,900 | 56.0 | 79.3 | 81.4 | 30.0 |
| Directors, assistant directors, or supervisors of: | | | | | | | | | |
| Research, tests, etc. | 2,425 | 1,850 | 2,300 | 3,250 | 3,750 | 54.6 | 102.7 | 63.0 | 15.4 |
| Guidance | ..... | ..... | ..... | 3,275 | 3,640 | .... | .... | .... | 11.1 |
| Vocational education | 2,350 | 2,093 | 2,225 | 3,233 | 3,875 | 64.9 | 85.1 | 74.2 | 19.9 |
| Physical education | 1,884 | 1,710 | 1,791 | 2,706 | 3,214 | 70.6 | 88.0 | 79.5 | 18.8 |
| Health | 1,588 | 1,550 | 1,625 | 2,450 | 3,100 | 95.2 | 100.0 | 90.8 | 26.5 |
| School library services | ..... | ..... | ..... | 2,175 | 3,075 | .... | .... | .... | 41.4 |
| Adult education | ..... | ..... | ..... | 3,200 | 4,700 | .... | .... | .... | 46.9 |
| Veteran education | ..... | ..... | ..... | 3,133 | 3,671 | .... | .... | .... | 17.2 |
| Art | 1,688 | 1,590 | 1,595 | 2,327 | 2,913 | 72.6 | 83.2 | 82.6 | 25.2 |
| Music | 1,729 | 1,567 | 1,638 | 2,480 | 3,209 | 85.6 | 104.8 | 95.9 | 29.4 |
| Manual or industrial arts | 2,041 | 1,708 | 1,791 | 2,557 | 3,220 | 57.8 | 88.5 | 79.8 | 25.9 |
| Home economics | 1,613 | 1,435 | 1,494 | 2,067 | 2,775 | 72.0 | 93.4 | 85.7 | 34.3 |
| Elementary education | ..... | ..... | ..... | 3,038 | 4,067 | .... | .... | .... | 33.9 |
| *Other school employees:* | | | | | | | | | |
| Secretarial and clerical employees: | | | | | | | | | |
| Secretaries to superintendents of schools | 1,192 | 1,092 | 1,142 | 1,745 | 2,166 | 81.7 | 98.4 | 89.7 | 24.1 |
| Secretaries of boards of education | 558 | 658 | 656 | 1,225 | 1,592 | 185.3 | 141.9 | 142.7 | 30.0 |
| Clerks in principals' offices | 800 | 783 | 796 | 1,430 | 1,750 | 118.8 | 123.5 | 119.8 | 22.4 |
| Clerks in other administrative and supervisory offices | 1,057 | 958 | 896 | 1,612 | 1,980 | 87.3 | 106.7 | 121.0 | 22.8 |
| Superintendents of buildings | 1,900 | 2,100 | 2,117 | 2,930 | 3,433 | 80.7 | 63.5 | 62.2 | 17.2 |
| Janitors | 1,275 | 1,170 | 1,215 | 1,843 | 2,208 | 73.2 | 88.7 | 81.7 | 19.8 |
| Nurses | 1,641 | 1,490 | 1,525 | 2,091 | 2,718 | 65.6 | 82.4 | 78.2 | 30.0 |
| Attendance officers | −600 | −600 | 579 | 1,811 | 2,067 | .... | .... | 257.0 | 14.1 |
| Head, school cafeterias | ..... | ..... | ..... | 2,175 | 2,650 | .... | .... | .... | 21.8 |

[1] A minus sign (−) before a median figure means that the exact median cannot be calculated from the information given, but it is somewhat below the sum following the minus sign.
[2] Includes kindergarten teachers.
[3] Includes regular kindergarten, elementary, junior-high, and high-school teachers.

noted that the foregoing percents are generally larger in the small city groups than in the largest cities.

Altho not consistent, there has been a marked trend within city groups toward reducing the 1930-31 gap between the median salaries of elementary-school principals and secondary-school principals.

*Superintendents of schools*—Trends in the median salaries of superintendents of schools are less clear than for the preceding groups because of the relatively few persons involved and the turnover in the past eighteen years.

Between 1930-31 and 1948-49 the median salaries of superintendents of schools advanced by the following percents: Group I, 6.0 percent; Group II, 24.0 percent; Group III, 29.8 percent; Group IV, 32.6 percent; Group V, 37.6 percent; and Group VI, 43.2 percent.

Too much reliance cannot be placed upon the specific amount of these percents but in general the percent of change for superintendents has been less than for classroom teachers and principals.

**TABLE 7.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 2,500 TO 5,000 IN POPULATION, 1930-31 TO 1948-49 (GROUP VI)**

| Type of school employee | Median salaries[1] paid in | | | | | Percent of increase | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1930-31 | 1938-39 | 1940-41 | 1946-47 | 1948-49 | 1930-31 1948-49 | 1938-39 1948-49 | 1940-41 1948-49 | 1946-47 1948-49 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| *Classroom teachers:* | | | | | | | | | |
| Elementary school[2] | $1,162 | $1,096 | $1,149 | $1,864 | $2,483 | 113.7% | 126.6% | 116.1% | 33.2% |
| Junior high school | 1,360 | 1,283 | 1,301 | 2,087 | 2,677 | 96.8 | 108.7 | 105.8 | 28.3 |
| High school | 1,547 | 1,410 | 1,428 | 2,274 | 2,877 | 86.0 | 104.0 | 101.5 | 26.5 |
| Junior college | ..... | ..... | ..... | ..... | 3,025 | .... | .... | .... | .... |
| Part-time or continuation school | 700 | 1,150 | 550 | 800 | 3,550 | 407.1 | 208.7 | 545.5 | 343.8 |
| Total all regular classroom teachers[3] | 1,307 | 1,240 | 1,273 | 2,044 | 2,655 | 103.1 | 114.1 | 108.6 | 29.9 |
| *Supervising assistant principals, deans, and department heads:* | | | | | | | | | |
| Junior high school | ..... | ..... | ..... | ..... | 3,650 | .... | .... | .... | .... |
| High school | ..... | ..... | ..... | ..... | 4,350 | .... | .... | .... | .... |
| Junior college | ..... | ..... | ..... | ..... | 4,550 | .... | .... | .... | .... |
| *Principals:* | | | | | | | | | |
| Elementary school: | | | | | | | | | |
| Teaching | 1,409 | 1,301 | 1,350 | 2,071 | 2,762 | 96.0 | 112.3 | 104.6 | 33.4 |
| Supervising | 2,175 | 1,928 | 1,878 | 2,900 | 3,692 | 69.7 | 91.5 | 96.6 | 27.3 |
| Total | 1,459 | 1,379 | 1,410 | 2,272 | 2,980 | 104.2 | 116.1 | 111.3 | 31.2 |
| Junior high school: | | | | | | | | | |
| Teaching | ..... | ..... | ..... | 2,413 | 2,700 | .... | .... | .... | 11.9 |
| Supervising | ..... | ..... | ..... | 3,083 | 3,483 | .... | .... | .... | 13.0 |
| Total | 1,775 | 1,579 | 1,596 | 2,625 | 3,163 | 78.2 | 100.3 | 98.2 | 20.5 |
| High school: | | | | | | | | | |
| Teaching | ..... | ..... | ..... | 2,939 | 3,300 | .... | .... | .... | 12.3 |
| Supervising | ..... | ..... | ..... | 3,283 | 4,032 | .... | .... | .... | 22.8 |
| Total | 2,403 | 2,156 | 2,136 | 3,197 | 3,948 | 64.3 | 83.1 | 84.8 | 23.5 |
| *Administrative and supervisory staff:* | | | | | | | | | |
| Superintendents of schools | 3,565 | 3,244 | 3,219 | 4,225 | 5,106 | 43.2 | 57.4 | 58.6 | 20.9 |
| Assistant superintendents | ..... | ..... | ..... | 4,000 | 4,775 | .... | .... | .... | 19.4 |
| Business managers | ..... | 2,050 | 1,950 | 3,233 | 3,667 | .... | 78.9 | 88.1 | 13.4 |
| Directors, assistant directors, or supervisors of: | | | | | | | | | |
| Vocational education | 2,500 | 2,057 | 1,950 | 3,300 | 3,567 | 42.7 | 73.4 | 82.9 | 8.1 |
| Physical education | 1,756 | 1,550 | 1,713 | 2,400 | 3,300 | 87.9 | 112.9 | 92.6 | 37.5 |
| School library services | ..... | ..... | ..... | 2,138 | 3,029 | .... | .... | .... | 41.7 |
| Veteran education | ..... | ..... | ..... | 3,163 | 3,779 | .... | .... | .... | 19.5 |
| Art | 1,450 | 1,469 | 1,493 | 2,150 | 2,667 | 83.9 | 81.6 | 78.6 | 24.0 |
| Music | 1,439 | 1,415 | 1,428 | 2,196 | 2,967 | 106.2 | 109.7 | 107.8 | 35.1 |
| Manual or industrial arts | 1,867 | 1,688 | 1,664 | 2,600 | 3,029 | 62.2 | 79.4 | 82.0 | 16.5 |
| Home economics | 1,526 | 1,298 | 1,364 | 2,038 | 2,758 | 80.7 | 112.5 | 102.2 | 35.3 |
| Elementary education | ..... | ..... | ..... | 3,050 | 4,433 | .... | .... | .... | 45.3 |
| *Other school employees:* | | | | | | | | | |
| Secretarial and clerical employees: | | | | | | | | | |
| Secretaries to superintendents of schools | 885 | 921 | 878 | 1,584 | 1,921 | 117.1 | 108.6 | 118.8 | 21.3 |
| Secretaries of boards of education | −500 | −500 | −500 | 703 | 1,233 | .... | .... | .... | 75.4 |
| Clerks in principals' offices | 781 | 709 | 787 | 1,465 | 1,661 | 112.7 | 134.3 | 111.1 | 13.4 |
| Clerks in other administrative and supervisory offices | 764 | 759 | 825 | 1,721 | 1,877 | 145.7 | 147.3 | 127.5 | 9.1 |
| Superintendents of buildings | 2,150 | 1,800 | 1,570 | 2,925 | 3,340 | 55.3 | 85.6 | 112.7 | 14.2 |
| Janitors | 1,190 | 1,131 | 1,180 | 1,875 | 2,228 | 87.2 | 97.0 | 88.8 | 18.8 |
| Nurses | 1,546 | 1,360 | 1,296 | 2,021 | 2,511 | 62.4 | 84.6 | 93.8 | 24.2 |
| Attendance officers | −600 | −600 | −300 | 2,050 | 2,057 | .... | .... | .... | 0.3 |

[1] A minus sign (−) before a median figure means that the exact median cannot be calculated from the information given, but it is somewhat below the sum following the minus sign.
[2] Includes kindergarten teachers.
[3] Includes regular kindergarten, elementary, junior-high, and high-school teachers.

## Purchasing Power and Comparative Value of Salaries

Altho not a part of the survey phases of the present study, attention should be given to the purchasing power of school employees' salaries. The term "purchasing power" is currently used to mean what today's actual dollars would buy in terms of the average value of dollars in the prewar years from 1935 thru 1939. The average price level for those years represents 100.0 in the "Consumers' Price Index," reported monthly by the federal Bureau of Labor Statistics.[2] By averaging the monthly indexes from September of one year thru August of the next a school-year price index is derived.

The price index began to rise after the entrance of the United States into World War II. The school-year average of the price index was 99.4 in 1938-39, 100.1 in 1939-40, 102.1 in 1940-41, 115.3 in 1941-42, and 125.9 in 1942-43.[3] Prices were partially stabilized during the later war period but they rose rapidly afterward to 156.4 in 1946-47 and 168.5 in 1947-48.[4] It is too early to compute the 1948-49 index but it seems unlikely that it will be below 170, as the average was 172.5 from September 1948 thru January 1949. The latest figure as this bulletin goes to press is 170.9, the price index for January 1949.

If the price index is applied to the salary figures reported in this bulletin, the "true" increases are found to be less than first appears. The median salary of all classroom teachers in Group III cities may be taken as an example. In 1938-39 this median salary was $1748. Dividing this amount by 99.4, the 1938-39 price index, results in a figure of $1759, which was the purchasing power of the 1938-39 salary in 1935-1939 dollars.

By 1946-47 the median Group III classroom teacher had a salary of $2458. Since the price index had reached 156.7, the purchasing power had sunk to $1569. Actually then in 1946-47 the median Group III teacher had $190 *less* in purchasing power than in 1938-39.

The 1948-49 figures suggest a slightly better situation, if a price index as low as 170.0 is estimated. The 1948-49 median of $3150 for Group III classroom teachers is found to have a purchasing power of $1853, or $94 above the 1938-39 median in value.

Actually, however, even this slight increase is canceled out by the federal income tax, which did not apply to public-school teachers prior to 1939. If it is assumed that this Group III median teacher has one dependent in 1948-49 his estimated federal tax would be about $275 on a salary of $3150, leaving a net amount of $2875. The purchasing power of $2875, with a price index of 170.0, is $1691, or $68 less than the prewar purchasing power of the 1938-39 salary.

After World War I, wages and prices leveled off at a point about twice as high as before the war. Most people today have not yet become adjusted to a somewhat similar sequel to World War II. A 1948-49 salary of $5000 is still considered "high" altho it means in purchasing power only what $2941 did before World War II. A few other examples emphasize this point: $7000 in 1948-49 equals a prewar $4118; today's $3500 equals a prewar $2059; today's $2000 equals a prewar $1176. With 170.0 as the price index, each current salary dollar is worth about 59 cents in prewar value.

In the light of these comparisons the apparent salary increases are far less significant than the percents would indicate.

In appraising the economic status of teachers, attention should be given not only to the effect of price increases and federal taxes, but to the relationship of teachers' incomes to those of other groups. By the calendar year 1939 the averages were $1420 for the teaching group and $1269 for all employed persons, which meant that school staffs were 12 percent *higher*. The latest figures for all employed are for 1947, when the teaching group average was $2350 and the all-employed average was $2595. School instructional staffs then were 9 percent *lower*.

Thus while the salaries of instructional personnel increased about 66 percent the salaries of employed persons in general increased 105 percent.

[2] Economic indexes referred to in this section are derived from releases of federal government agencies. Sources are cited in the following report: National Education Association, Research Division. *Teachers' Salaries and Economic Trends, October 1948.* Schools and Current Economic Trends, Release No. 1, 1948. Washington, D. C.: the Association, 1948. 31 p. (Mimeo.)

[3] On the basis of releases by the U. S. Bureau of Labor Statistics, which quoted estimates by the President's Committee on the Cost of Living, the Research Division added a quality-and-adjustment factor to the school-year price index for the years 1941-42 thru 1946-47. Excluding this adjustment, the index for 1941-42 was 113.3, and for 1942-43, 121.9.

[4] Excluding the quality-and-adjustment factor, the price index for 1946-47 was 154.2. No adjustment was added for 1947-48.

## III. The Range and Distribution of Salaries in 1948-49

The median salaries reported in the preceding section summarizes as well as is possible in any single figure the general status of city teachers' salaries. It is important, however, to know how the salaries are distributed above and below the median figure. Table 8 presents this information for the three main groups of teachers in cities over 30,000 in population, and Table 9 gives this same information for cities under 30,000 in population.

Tables 10 and 11 show the distribution of salaries for the main groups of principals in cities over 30,000 and in cities under 30,000 in population, respectively. Tables 12 and 13 give these data for certain administrative and supervisory officers also grouped by cities over and under 30,000 in population.

Table 14 presents the distribution of salaries paid to secretarial and clerical employees, while Tables 15 and 16 show this information for attendance officers, nurses, and head janitors.

The tables in this section bring out clearly the relative position of the median salaries in the different population groups and the extent to which the distributions themselves overlap. They show that, altho the median salary of various groups of teachers increases with the size of the city in which the teacher is employed, there is a considerable amount of overlapping in the distributions of the salaries.

**TABLE 8.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES OVER 30,000 IN POPULATION IN 1948-49**

| Salary groups | Elementary-school teachers | | | Junior high-school teachers | | | High-school teachers | | |
|---|---|---|---|---|---|---|---|---|---|
| | Group I [1] | Group II [1] | Group III [1] | Group I | Group II | Group III | Group I | Group II | Group III |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| $6,000 and over | ..... | ..... | ..... | ..... | ..... | 1 | 160 | ..... | 2 |
| 5,900–5,999 | ..... | ..... | ..... | ..... | ..... | ..... | 26 | ..... | ..... |
| 5,800–5,899 | 6 | ..... | ..... | ..... | ..... | 1 | 1 | ..... | 2 |
| 5,700–5,799 | ..... | ..... | ..... | ..... | ..... | ..... | 3 | 1 | 3 |
| 5,600–5,699 | 25 | ..... | ..... | ..... | 4 | 1 | 13 | 38 | ..... |
| 5,500–5,599 | 1 | ..... | 1 | ..... | ..... | 1 | 1 | ..... | 17 |
| 5,400–5,499 | 11 | 10 | 1 | ..... | 33 | 2 | 5,050 | 174 | 59 |
| 5,300–5,399 | 397 | 2 | 8 | 676 | 1 | 17 | 532 | 4 | 51 |
| 5,200–5,299 | 17 | 52 | 15 | ..... | 26 | 48 | 794 | 143 | 290 |
| 5,100–5,199 | 1,240 | ..... | 9 | 1,420 | 1 | 85 | 117 | 17 | 184 |
| 5,000–5,099 | 92 | 27 | 59 | 4 | 7 | 50 | 973 | 138 | 248 |
| 4,900–4,999 | 1,529 | 13 | 12 | 319 | 42 | 41 | 713 | 75 | 152 |
| 4,800–4,899 | 76 | 515 | 143 | 143 | 84 | 96 | 3,467 | 223 | 185 |
| 4,700–4,799 | 7,735 | 40 | 120 | 504 | 41 | 201 | 1,728 | 323 | 362 |
| 4,600–4,699 | 537 | 348 | 135 | 39 | 123 | 107 | 512 | 548 | 237 |
| 4,500–4,599 | 1,825 | 174 | 187 | 317 | 215 | 182 | 1,917 | 379 | 392 |
| 4,400–4,499 | 1,070 | 467 | 458 | 263 | 287 | 170 | 1,483 | 940 | 369 |
| 4,300–4,399 | 2,138 | 791 | 480 | 235 | 394 | 196 | 1,859 | 963 | 400 |
| 4,200–4,299 | 843 | 886 | 289 | 342 | 391 | 176 | 1,016 | 981 | 494 |
| 4,100–4,199 | 259 | 657 | 418 | 313 | 331 | 227 | 380 | 941 | 510 |
| 4,000–4,099 | 5,366 | 962 | 805 | 1,042 | 518 | 399 | 1,511 | 974 | 830 |
| 3,900–3,999 | 881 | 2,132 | 498 | 347 | 579 | 337 | 465 | 1,517 | 690 |
| 3,800–3,899 | 1,913 | 1,689 | 842 | 189 | 436 | 513 | 1,602 | 1,278 | 838 |
| 3,700–3,799 | 622 | 1,279 | 920 | 200 | 517 | 433 | 139 | 904 | 795 |
| 3,600–3,699 | 3,352 | 1,831 | 1,240 | 674 | 544 | 617 | 638 | 1,132 | 970 |
| 3,500–3,599 | 1,273 | 1,999 | 1,140 | 188 | 676 | 570 | 342 | 958 | 922 |
| 3,400–3,499 | 1,558 | 2,567 | 1,614 | 299 | 483 | 629 | 191 | 953 | 1,082 |
| 3,300–3,399 | 1,660 | 2,605 | 1,711 | 144 | 711 | 646 | 237 | 1,078 | 1,190 |
| 3,200–3,299 | 1,725 | 1,712 | 2,483 | 251 | 422 | 783 | 263 | 781 | 1,270 |
| 3,100–3,199 | 904 | 2,214 | 1,553 | 133 | 381 | 639 | 139 | 597 | 831 |
| 3,000–3,099 | 1,202 | 2,751 | 2,073 | 261 | 566 | 627 | 226 | 532 | 788 |
| 2,900–2,999 | 1,107 | 2,355 | 2,820 | 117 | 341 | 584 | 100 | 406 | 988 |
| 2,800–2,899 | 1,023 | 1,873 | 2,285 | 180 | 285 | 503 | 168 | 398 | 690 |
| 2,700–2,799 | 444 | 1,717 | 2,083 | 151 | 325 | 574 | 65 | 357 | 548 |
| 2,600–2,699 | 1,101 | 1,440 | 2,302 | 187 | 224 | 555 | 183 | 301 | 615 |
| 2,500–2,599 | 540 | 1,262 | 1,823 | 179 | 251 | 384 | 77 | 287 | 444 |
| 2,400–2,499 | 856 | 1,152 | 1,841 | 130 | 224 | 353 | 92 | 282 | 409 |
| 2,300–2,399 | 276 | 846 | 1,533 | 4 | 148 | 301 | 16 | 202 | 349 |
| 2,200–2,299 | 427 | 970 | 1,094 | 11 | 159 | 212 | 28 | 141 | 247 |
| 2,100–2,199 | 32 | 611 | 1,117 | 19 | 71 | 190 | ..... | 196 | 209 |
| 2,000–2,099 | 91 | 719 | 991 | 1 | 102 | 151 | 28 | 181 | 216 |
| 1,800–1,999 | 100 | 433 | 954 | 35 | 36 | 139 | 18 | 78 | 230 |
| 1,600–1,799 | ..... | 95 | 470 | ..... | 19 | 46 | ..... | 15 | 56 |
| 1,400–1,599 | ..... | 2 | 179 | ..... | ..... | 12 | ..... | 2 | 16 |
| 1,200–1,399 | ..... | 87 | 165 | ..... | ..... | 1 | ..... | 10 | 26 |
| Below 1,200 | ..... | 1 | 99 | ..... | ..... | 1 | ..... | ..... | 6 |
| Total | 44,254 | 39,286 | 36,970 | 9,317 | 9,998 | 11,801 | 27,273 | 19,448 | 19,212 |
| Median | $4,019 | $3,265 | $2,955 | $4,092 | $3,537 | $3,280 | $4,689 | $3,793 | $3,444 |
| Arithmetic mean | $3,933 | $3,270 | $3,002 | $4,145 | $3,518 | $3,327 | $4,594 | $3,726 | $3,503 |

[1] For population ranges, see Table 1, page 45.

There are some types of positions in the larger cities in which many individuals receive lower salaries than some persons in like positions in the smaller cities.

Differences in the experience and training of the individuals involved, the salary schedules of the cities, and variations in living costs are among the factors which account for this overlapping. It will be seen that the larger cities, in general, show a wider spread of salaries than the smaller cities.

Tables 8 to 16 also give the total number of the various employees reported by the cities covered in this survey and the median and arithmetic mean for each type and city size.

Tables 8 and 9 bring out the usual tendency for salaries to increase with the size of the city. This situation is one of the major causes of a high employment turnover in rural areas and small towns. It made for an acute teacher shortage in the war years between 1941 and 1945 by drawing school personnel from the small to the large communities. On the basis of the median salaries, as indicated in Part II, the largest cities have less real advantage today than they had in 1930-31.

These tables also show a tendency to continue paying higher salaries to teachers giving instruction to older children. The median salary of teachers in the junior high schools in cities over 500,000 in population is $73 higher than that of elementary-school teachers, and the salary of high-school teachers is $597 higher than that of junior high-school teachers. Yet in spite of these differences there exists a growing trend toward salary schedules based upon preparation rather than upon school position. For trends in salary scheduling see the section beginning on page 65.

## TABLE 9.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES UNDER 30,000 IN POPULATION IN 1948-49

| Salary groups | Elementary and kindergarten teachers | | | Junior high-school teachers | | | High-school teachers | | |
|---|---|---|---|---|---|---|---|---|---|
| | Group IV [1] | Group V [1] | Group VI [1] | Group IV | Group V | Group VI | Group IV | Group V | Group VI |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| $5,000 and over | 30 | 72 | 9 | 25 | 1 | ..... | 382 | 141 | 43 |
| 4,900–4,999 | 12 | 8 | ..... | 13 | ..... | ..... | 73 | 15 | 28 |
| 4,800–4,899 | 48 | 6 | ..... | 8 | 2 | ..... | 132 | 35 | 37 |
| 4,700–4,799 | 19 | 21 | 4 | 20 | 4 | 1 | 115 | 48 | 28 |
| 4,600–4,699 | 51 | 20 | 1 | 19 | 1 | ..... | 183 | 71 | 39 |
| 4,500–4,599 | 84 | 60 | 9 | 14 | 4 | ..... | 210 | 101 | 42 |
| 4,400–4,499 | 89 | 38 | 7 | 33 | 6 | 3 | 269 | 84 | 69 |
| 4,300–4,399 | 82 | 42 | 13 | 79 | 15 | ..... | 443 | 130 | 68 |
| 4,200–4,299 | 211 | 76 | 21 | 65 | 15 | 2 | 380 | 172 | 87 |
| 4,100–4,199 | 240 | 55 | 21 | 118 | 19 | 9 | 515 | 188 | 106 |
| 4,000–4,099 | 317 | 116 | 42 | 143 | 23 | 6 | 591 | 330 | 159 |
| 3,900–3,999 | 358 | 147 | 70 | 145 | 29 | 10 | 604 | 254 | 191 |
| 3,800–3,899 | 514 | 143 | 95 | 165 | 66 | 25 | 726 | 437 | 213 |
| 3,700–3,799 | 461 | 262 | 110 | 214 | 73 | 10 | 725 | 484 | 272 |
| 3,600–3,699 | 737 | 412 | 111 | 264 | 63 | 26 | 864 | 602 | 366 |
| 3,500–3,599 | 950 | 351 | 148 | 326 | 84 | 33 | 911 | 548 | 337 |
| 3,400–3,499 | 1,019 | 506 | 236 | 359 | 89 | 37 | 1,043 | 537 | 429 |
| 3,300–3,399 | 1,050 | 495 | 299 | 346 | 107 | 47 | 1,051 | 679 | 490 |
| 3,200–3,299 | 1,488 | 677 | 444 | 446 | 120 | 56 | 1,150 | 724 | 545 |
| 3,100–3,199 | 1,390 | 787 | 402 | 414 | 116 | 50 | 1,004 | 663 | 494 |
| 3,000–3,099 | 1,784 | 892 | 616 | 477 | 156 | 80 | 1,174 | 896 | 643 |
| 2,900–2,999 | 1,623 | 933 | 583 | 416 | 147 | 89 | 932 | 780 | 663 |
| 2,800–2,899 | 2,026 | 1,154 | 630 | 475 | 134 | 89 | 918 | 933 | 759 |
| 2,700–2,799 | 2,080 | 1,125 | 837 | 492 | 166 | 68 | 930 | 833 | 788 |
| 2,600–2,699 | 1,999 | 1,330 | 1,055 | 440 | 142 | 114 | 760 | 838 | 848 |
| 2,500–2,599 | 2,111 | 1,312 | 1,001 | 344 | 138 | 97 | 680 | 720 | 722 |
| 2,400–2,499 | 2,067 | 1,539 | 1,191 | 428 | 154 | 119 | 617 | 706 | 728 |
| 2,300–2,399 | 1,466 | 1,304 | 956 | 251 | 132 | 77 | 476 | 513 | 488 |
| 2,200–2,299 | 1,387 | 1,357 | 1,045 | 189 | 115 | 77 | 357 | 367 | 389 |
| 2,100–2,199 | 1,426 | 972 | 1,142 | 219 | 73 | 76 | 297 | 303 | 316 |
| 2,000–2,099 | 1,035 | 915 | 860 | 119 | 59 | 40 | 213 | 309 | 285 |
| 1,900–1,999 | 599 | 569 | 483 | 58 | 38 | 21 | 129 | 146 | 97 |
| 1,800–1,899 | 434 | 518 | 438 | 50 | 19 | 24 | 97 | 148 | 107 |
| 1,700–1,799 | 265 | 272 | 280 | 35 | 13 | 12 | 58 | 66 | 58 |
| 1,600–1,699 | 252 | 260 | 239 | 18 | 13 | 10 | 63 | 64 | 48 |
| 1,500–1,599 | 167 | 159 | 183 | 16 | 8 | 9 | 17 | 38 | 30 |
| 1,400–1,499 | 47 | 108 | 86 | 1 | 1 | 6 | 15 | 28 | 15 |
| 1,300–1,399 | 55 | 75 | 75 | 1 | 1 | 6 | 10 | 15 | 2 |
| 1,200–1,299 | 52 | 50 | 50 | 3 | 3 | 2 | 16 | 9 | 7 |
| Below 1,200 | 68 | 76 | 136 | 5 | 1 | 3 | 6 | 11 | 15 |
| Total | 30,093 | 19,214 | 13,928 | 7,253 | 2,350 | 1,334 | 19,136 | 13,966 | 11,051 |
| Median | $2,778 | $2,609 | $2,483 | $3,014 | $2,874 | $2,677 | $3,269 | $3,017 | $2,877 |
| Arithmetic mean | $2,829 | $2,677 | $2,526 | $3,053 | $2,915 | $2,733 | $3,315 | $3,079 | $2,963 |

[1] For population ranges, see Table 1, page 45.

## TABLE 10.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES OVER 30,000 IN POPULATION IN 1948-49

| Salary groups | Elementary-school principals | | | | | | Junior high-school principals | | | High-school principals | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Teaching | | | Supervising | | | | | | | | |
| | Group I [1] | Group II [1] | Group III [1] | Group I | Group II | Group III | Group I | Group II | Group III | Group I | Group II | Group III |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| $12,000 and over | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... |
| 11,000–11,999 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 62 | ..... | 1 |
| 10,000–10,999 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 13 | ..... | ..... |
| 9,500– 9,999 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2 | ..... | ..... |
| 9,000– 9,499 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | 4 | 1 |
| 8,500– 8,999 | ..... | ..... | ..... | 9 | 2 | ..... | 54 | 4 | ..... | 15 | 4 | ..... |
| 8,000– 8,499 | ..... | ..... | ..... | 145 | 13 | ..... | 23 | ..... | 1 | 50 | 1 | 5 |
| 7,500– 7,999 | ..... | ..... | ..... | 11 | 2 | ..... | 18 | ..... | 1 | 18 | 6 | 11 |
| 7,000– 7,499 | ..... | ..... | ..... | 80 | 5 | 3 | 10 | 5 | 2 | 81 | 26 | 22 |
| 6,500– 6,999 | ..... | ..... | ..... | 129 | 14 | 16 | 32 | 15 | 12 | 60 | 57 | 35 |
| 6,000– 6,499 | ..... | ..... | 2 | 689 | 65 | 66 | 26 | 53 | 32 | 27 | 109 | 58 |
| 5,500– 5,999 | ..... | 3 | 5 | 347 | 234 | 90 | 11 | 69 | 45 | 32 | 72 | 74 |
| 5,000– 5,499 | ..... | 6 | 5 | 521 | 476 | 241 | 44 | 65 | 84 | 16 | 42 | 78 |
| 4,800– 4,999 | ..... | 8 | 10 | 54 | 220 | 100 | 3 | 34 | 58 | 1 | 18 | 26 |
| 4,600– 4,799 | ..... | 3 | 4 | 163 | 193 | 152 | 1 | 35 | 60 | ..... | 17 | 26 |
| 4,400– 4,599 | ..... | 12 | 14 | 64 | 265 | 181 | ..... | 13 | 55 | 1 | 10 | 18 |
| 4,200– 4,399 | ..... | 8 | 26 | 9 | 225 | 184 | ..... | 15 | 34 | 2 | 7 | 20 |
| 4,000– 4,199 | ..... | 10 | 11 | 10 | 163 | 237 | ..... | 4 | 30 | ..... | 1 | 18 |
| 3,800– 3,999 | ..... | 15 | 25 | 14 | 140 | 210 | ..... | 7 | 26 | ..... | 2 | 8 |
| 3,600– 3,799 | ..... | 28 | 54 | 6 | 109 | 182 | ..... | 3 | 12 | ..... | ..... | 8 |
| 3,400– 3,599 | ..... | 21 | 103 | 1 | 94 | 162 | ..... | 3 | 8 | ..... | 5 | 3 |
| 3,200– 3,399 | ..... | 17 | 88 | ..... | 39 | 111 | ..... | ..... | 3 | ..... | 1 | 1 |
| 3,100– 3,199 | ..... | 20 | 41 | ..... | 13 | 27 | ..... | ..... | 4 | ..... | ..... | 3 |
| 3,000– 3,099 | ..... | 1 | 43 | ..... | 4 | 43 | ..... | ..... | 1 | ..... | ..... | ..... |
| 2,900– 2,999 | ..... | 6 | 13 | ..... | 9 | 15 | ..... | ..... | 2 | ..... | ..... | 2 |
| 2,800– 2,899 | ..... | 3 | 45 | ..... | 6 | 14 | ..... | ..... | 1 | ..... | ..... | 2 |
| 2,700– 2,799 | ..... | 1 | 35 | ..... | 7 | 21 | ..... | ..... | 1 | ..... | ..... | 1 |
| 2,600– 2,699 | ..... | 1 | 19 | ..... | 3 | 8 | ..... | ..... | 1 | ..... | ..... | ..... |
| 2,500– 2,599 | ..... | 2 | 17 | ..... | ..... | 2 | ..... | ..... | 1 | ..... | ..... | ..... |
| 2,400– 2,499 | ..... | 3 | 51 | 3 | ..... | 4 | ..... | ..... | 2 | ..... | ..... | 2 |
| 2,300– 2,399 | ..... | ..... | 9 | ..... | ..... | 2 | ..... | ..... | ..... | ..... | ..... | 1 |
| 2,200– 2,299 | ..... | ..... | 8 | ..... | 1 | 2 | ..... | ..... | ..... | ..... | ..... | ..... |
| 2,100– 2,199 | ..... | ..... | 14 | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... |
| 2,000– 2,099 | ..... | 1 | 4 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| Below 2,000 | ..... | ..... | 25 | ..... | ..... | 5 | ..... | ..... | ..... | ..... | ..... | ..... |
| Total | ..... | 169 | 671 | 2,255 | 2,302 | 2,078 | 222 | 325 | 477 | 382 | 382 | 424 |
| Median | ..... | $3,661 | $3,226 | $5,907 | $4,676 | $4,195 | $6,906 | $5,373 | $4,788 | $7,321 | $6,073 | $5,468 |
| Arithmetic mean | ..... | $3,759 | $3,233 | $5,913 | $4,721 | $4,304 | $7,056 | $5,419 | $4,858 | $7,914 | $5,999 | $5,511 |

[1] For population ranges, see Table 1, page 45.

## TABLE 11.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES UNDER 30,000 IN POPULATION IN 1948-49

| Salary groups | Elementary-school principals | | | | | | Junior high-school principals | | | | | | High-school principals | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Teaching | | | Supervising | | | Teaching | | | Supervising | | | Teaching | | | Supervising | | |
| | Group IV [1] | Group V [1] | Group VI [1] | Group IV | Group V | Group VI | Group IV | Group V | Group VI | Group IV | Group V | Group VI | Group IV | Group V | Group VI | Group IV | Group V | Group VI |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| $7,000 and over | ..... | ..... | ..... | 1 | 2 | ..... | ..... | ..... | ..... | 3 | ..... | ..... | ..... | ..... | ..... | 24 | 5 | 1 |
| 6,600– 6,999 | ..... | ..... | ..... | 2 | 2 | ..... | ..... | ..... | ..... | 2 | ..... | ..... | ..... | ..... | ..... | 10 | 2 | ..... |
| 6,200– 6,599 | ..... | ..... | ..... | 11 | 5 | 1 | ..... | ..... | ..... | 4 | ..... | ..... | ..... | ..... | ..... | 18 | 5 | ..... |
| 5,800– 6,199 | 2 | ..... | ..... | 12 | 4 | ..... | ..... | ..... | ..... | 9 | 2 | ..... | ..... | ..... | ..... | 38 | 15 | 3 |
| 5,400– 5,799 | 2 | ..... | ..... | 51 | 17 | 1 | ..... | ..... | ..... | 21 | 9 | 1 | ..... | ..... | ..... | 58 | 36 | 10 |
| 5,000– 5,399 | 8 | 1 | 1 | 94 | 35 | 8 | 1 | ..... | ..... | 33 | 5 | ..... | 1 | ..... | 1 | 90 | 50 | 23 |
| 4,800– 4,999 | 4 | 3 | 1 | 62 | 27 | 16 | ..... | ..... | 1 | 20 | 5 | 2 | ..... | ..... | 1 | 44 | 32 | 25 |
| 4,600– 4,799 | 18 | 1 | ..... | 71 | 40 | 10 | ..... | ..... | ..... | 31 | 10 | 1 | 1 | 1 | 2 | 54 | 38 | 27 |
| 4,400– 4,599 | 10 | 15 | 5 | 114 | 52 | 26 | ..... | ..... | ..... | 31 | 12 | 3 | ..... | 2 | 2 | 48 | 64 | 60 |
| 4,200– 4,399 | 42 | 15 | 15 | 94 | 61 | 25 | ..... | ..... | 1 | 37 | 19 | 5 | 1 | 1 | 1 | 40 | 65 | 55 |
| 4,000– 4,199 | 49 | 42 | 19 | 131 | 64 | 29 | 1 | 1 | 2 | 24 | 7 | 8 | 3 | 1 | 9 | 32 | 64 | 78 |
| 3,800– 3,999 | 79 | 61 | 23 | 115 | 48 | 40 | 2 | 3 | 1 | 32 | 16 | 4 | 2 | 1 | 7 | 21 | 71 | 54 |
| 3,600– 3,799 | 93 | 52 | 35 | 132 | 58 | 35 | ..... | 3 | 1 | 27 | 14 | 4 | 3 | 2 | 7 | 21 | 52 | 66 |
| 3,400– 3,599 | 108 | 85 | 45 | 129 | 42 | 25 | 1 | 9 | 3 | 21 | 11 | 12 | 2 | 3 | 10 | 10 | 24 | 45 |
| 3,200– 3,399 | 155 | 125 | 55 | 111 | 44 | 30 | 2 | 7 | 4 | 13 | 12 | 9 | 1 | 4 | 13 | 11 | 13 | 36 |
| 3,100– 3,199 | 87 | 65 | 31 | 58 | 30 | 19 | 2 | 2 | 5 | 5 | 7 | 3 | ..... | 1 | 6 | 3 | 4 | 14 |
| 3,000– 3,099 | 87 | 84 | 48 | 67 | 27 | 15 | 1 | 4 | 5 | 5 | 2 | 3 | ..... | ..... | 4 | 3 | 6 | 12 |
| 2,900– 2,999 | 83 | 68 | 36 | 41 | 9 | 14 | ..... | 2 | 2 | 1 | 1 | 3 | ..... | 2 | 4 | 4 | 2 | 4 |
| 2,800– 2,899 | 79 | 91 | 61 | 39 | 14 | 12 | 1 | 3 | 2 | 4 | 1 | 4 | ..... | 4 | 3 | 3 | 4 | 6 |
| 2,700– 2,799 | 93 | 118 | 63 | 34 | 20 | 12 | ..... | 2 | 3 | ..... | 2 | 3 | ..... | 1 | 5 | 3 | 3 | 4 |
| 2,600– 2,699 | 93 | 121 | 52 | 29 | 8 | 5 | ..... | 1 | 4 | 1 | 1 | 2 | 2 | 3 | ..... | ..... | 3 | 1 |
| 2,500– 2,599 | 53 | 82 | 57 | 11 | 11 | 1 | ..... | 3 | 4 | 2 | ..... | 1 | 1 | 2 | 2 | 2 | 2 | ..... |
| 2,400– 2,499 | 49 | 81 | 70 | 8 | 6 | 2 | ..... | ..... | 7 | 1 | ..... | ..... | ..... | 1 | 4 | 7 | ..... | 1 |
| 2,300– 2,399 | 23 | 63 | 46 | 1 | 4 | 3 | ..... | 2 | 6 | ..... | 2 | ..... | ..... | 3 | 1 | 1 | 3 | 1 |
| 2,200– 2,299 | 19 | 36 | 31 | 6 | 2 | 3 | ..... | ..... | 2 | ..... | ..... | 1 | ..... | 1 | 1 | 1 | ..... | 1 |
| 2,100– 2,199 | 11 | 31 | 28 | 3 | ..... | 1 | ..... | ..... | 2 | ..... | 1 | 1 | 1 | ..... | 1 | 3 | 1 | 2 |
| 2,000– 2,099 | 11 | 29 | 36 | 5 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3 | ..... | ..... | ..... |
| 1,900– 1,999 | 7 | 16 | 14 | ..... | 1 | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... | 2 | 1 | ..... | 1 | 1 |
| 1,800– 1,899 | 3 | 10 | 13 | 1 | 3 | 1 | ..... | ..... | 1 | ..... | ..... | ..... | ..... | ..... | 1 | 1 | 4 | ..... |
| Below 1,800 | 9 | 14 | 13 | 1 | ..... | 4 | ..... | ..... | 3 | ..... | 1 | ..... | ..... | ..... | 1 | ..... | ..... | 1 |
| Total | 1,277 | 1,309 | 798 | 1,434 | 637 | 338 | 11 | 42 | 60 | 327 | 140 | 70 | 18 | 35 | 90 | 550 | 569 | 531 |
| Median | $3,121 | $2,859 | $2,762 | $3,872 | $3,941 | $3,692 | $3,275 | $3,250 | $2,700 | $4,332 | $3,988 | $3,483 | $3,767 | $2,925 | $3,300 | $4,826 | $4,264 | $4,032 |
| Arithmetic mean | $3,194 | $2,956 | $2,842 | $3,941 | $3,956 | $3,701 | $3,564 | $3,205 | $2,818 | $4,404 | $4,036 | $3,562 | $3,636 | $3,113 | $3,316 | $4,879 | $4,359 | $4,035 |

[1] For population ranges, see Table 1, page 45.

## TABLE 12.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES OVER 30,000 IN POPULATION IN 1948-49

| Salary groups | Superintendents of schools | | | Assistant, associate, or deputy superintendents | | | Secretaries of boards of education | | | Superintendents of buildings and grounds | | | Directors, assistant directors, or supervisors of music | | | Directors, assistant directors, or supervisors of physical education | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Group I[1] | Group II[1] | Group III[1] | Group I | Group II | Group III | Group I | Group II | Group III | Group I | Group II | Group III | Group I | Group II | Group III | Group I | Group II | Group III |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| $20,000 and over | 3 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 18,000–19,999 | 2 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 16,000–17,999 | 2 | 3 | 2 | 1 | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 14,000–15,999 | 2 | 5 | 3 | 8 | ..... | ..... | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 12,000–13,999 | 5 | 21 | 7 | 8 | 1 | ..... | 1 | ..... | ..... | 2 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 10,000–11,999 | ..... | 21 | 48 | 48 | 11 | 1 | 3 | 1 | ..... | 4 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 9,500– 9,999 | ..... | 2 | 18 | 6 | ..... | 1 | 2 | ..... | ..... | 2 | ..... | ..... | 2 | ..... | ..... | ..... | ..... | ..... |
| 9,000– 9,499 | ..... | 3 | 27 | 5 | 13 | 2 | ..... | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 8,500– 8,999 | ..... | 6 | 23 | 12 | 7 | 5 | ..... | ..... | 3 | 2 | ..... | ..... | 1 | ..... | ..... | 2 | ..... | ..... |
| 8,000– 8,499 | ..... | 2 | 24 | 30 | 8 | 8 | ..... | 1 | 1 | 1 | 1 | ..... | ..... | 1 | ..... | ..... | 1 | ..... |
| 7,500– 7,999 | ..... | 6 | 32 | 13 | 30 | 11 | ..... | 1 | 5 | 3 | 2 | ..... | 2 | ..... | ..... | 1 | 1 | ..... |
| 7,000– 7,499 | ..... | 1 | 22 | 5 | 20 | 13 | 1 | 4 | 2 | 4 | 4 | ..... | 1 | ..... | ..... | 2 | 4 | 1 |
| 6,500– 6,999 | ..... | ..... | 11 | 1 | 14 | 15 | 1 | 3 | 4 | 3 | 8 | 3 | 2 | 1 | ..... | 2 | 4 | 3 |
| 6,000– 6,499 | ..... | ..... | 9 | 1 | 17 | 14 | 2 | 4 | 10 | 2 | 15 | 4 | 8 | 7 | 5 | 4 | 12 | 9 |
| 5,500– 5,999 | ..... | ..... | 2 | ..... | 5 | 11 | ..... | 8 | 4 | 2 | 10 | 12 | 9 | 14 | 11 | 12 | 11 | 10 |
| 5,000– 5,499 | ..... | 1 | 3 | ..... | 6 | 11 | 2 | 7 | 11 | 2 | 11 | 16 | 11 | 25 | 24 | 21 | 31 | 22 |
| 4,800– 4,999 | ..... | ..... | ..... | ..... | ..... | 4 | ..... | 2 | 7 | ..... | 6 | 10 | 13 | 12 | 15 | 1 | 10 | 21 |
| 4,600– 4,799 | ..... | ..... | ..... | ..... | 1 | 2 | ..... | 2 | 8 | ..... | 3 | 10 | 3 | 15 | 12 | 2 | 14 | 13 |
| 4,400– 4,599 | ..... | ..... | ..... | ..... | ..... | 1 | ..... | 2 | 10 | 1 | 2 | 19 | 9 | 11 | 18 | 6 | 11 | 23 |
| 4,200– 4,399 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 4 | 1 | 7 | 10 | 2 | 12 | 28 | 7 | 13 | 20 |
| 4,000– 4,199 | ..... | ..... | ..... | ..... | ..... | 1 | ..... | 1 | 5 | ..... | 6 | 23 | ..... | 12 | 39 | 2 | 11 | 21 |
| 3,800– 3,999 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | 5 | ..... | 1 | 15 | ..... | 9 | 29 | ..... | 6 | 18 |
| 3,600– 3,799 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3 | 4 | ..... | 3 | 14 | ..... | 8 | 26 | 1 | 3 | 22 |
| 3,400– 3,599 | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | 5 | ..... | 1 | 7 | 1 | 2 | 27 | ..... | 2 | 13 |
| 3,200– 3,399 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2 | 7 | ..... | ..... | 11 | ..... | 8 | 35 | ..... | 2 | 13 |
| 3,000– 3,199 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | 2 | ..... | ..... | 4 | ..... | 1 | 25 | ..... | 3 | 16 |
| 2,800– 2,999 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3 | 3 | ..... | ..... | ..... | 1 | 1 | 8 | ..... | 1 | 3 |
| 2,600– 2,799 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2 | 4 | ..... | ..... | ..... | ..... | 3 | 11 | ..... | 1 | 6 |
| Below 2,600 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 11 | ..... | ..... | 2 | ..... | 1 | 16 | ..... | 3 | 11 |
| Total | 14 | 72 | 231 | 138 | 133 | 101 | 13 | 49 | 115 | 30 | 81 | 160 | 65 | 143 | 329 | 63 | 144 | 245 |
| Median | $16,000 | $11,250 | $8,772 | $9,667 | $7,558 | $6,683 | $9,625 | $5,393 | $4,550 | $7,500 | $5,525 | $4,280 | $5,159 | $4,647 | $3,914 | $5,298 | $4,840 | $4,195 |
| Arithmetic mean | $17,214 | $11,288 | $8,995 | $10,129 | $7,689 | $6,721 | $9,077 | $5,384 | $4,683 | $8,218 | $5,592 | $4,410 | $5,498 | $4,650 | $3,944 | $5,410 | $4,920 | $4,232 |

[1] For population ranges, see Table 1, page 45.

## TABLE 13.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES UNDER 30,000 IN POPULATION IN 1948-49

| Salary groups | Superintendents of schools | | | Secretaries of boards of education | | | Superintendents of buildings and grounds | | | Directors, assistant directors, or supervisors of music | | | Directors, assistant directors, or supervisors of physical education | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Group IV [1] | Group V [1] | Group VI [1] | Group IV | Group V | Group VI | Group IV | Group V | Group VI | Group IV | Group V | Group VI | Group IV | Group V | Group VI |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| $9,000 and over | 55 | 19 | 5 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 8,500– 8,999 | 24 | 7 | 3 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 8,000– 8,499 | 37 | 12 | 4 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 7,500– 7,999 | 52 | 25 | 10 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... |
| 7,000– 7,499 | 63 | 36 | 24 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 6,500– 6,999 | 72 | 65 | 31 | ..... | ..... | ..... | 1 | 1 | ..... | ..... | ..... | ..... | 1 | 1 | ..... |
| 6,000– 6,499 | 90 | 82 | 69 | 1 | 1 | 2 | ..... | ..... | ..... | 1 | ..... | ..... | 3 | ..... | ..... |
| 5,500– 5,999 | 61 | 97 | 83 | 3 | ..... | ..... | 3 | ..... | ..... | 3 | ..... | ..... | 3 | ..... | ..... |
| 5,000– 5,499 | 41 | 128 | 148 | 5 | 2 | ..... | 9 | 4 | 1 | 3 | 1 | ..... | 14 | 8 | 2 |
| 4,800– 4,999 | 5 | 33 | 63 | 3 | ..... | ..... | 14 | 3 | 1 | 8 | 2 | ..... | 7 | 3 | 1 |
| 4,600– 4,799 | 4 | 25 | 42 | 1 | 1 | 1 | 3 | 5 | 1 | 5 | ..... | ..... | 18 | 3 | ..... |
| 4,400– 4,599 | 5 | 24 | 74 | 5 | 1 | ..... | 9 | 3 | 3 | 21 | 2 | 3 | 11 | 4 | 3 |
| 4,200– 4,399 | 1 | 17 | 46 | 6 | ..... | ..... | 21 | 5 | 1 | 29 | 5 | 2 | 20 | 3 | 1 |
| 4,000– 4,199 | 1 | 9 | 32 | 7 | 1 | 1 | 7 | 5 | 4 | 25 | 10 | 5 | 31 | 5 | 8 |
| 3,800– 3,999 | ..... | 1 | 13 | 4 | 1 | 3 | 19 | 7 | ..... | 26 | 12 | 8 | 26 | 9 | 5 |
| 3,600– 3,799 | ..... | 2 | 13 | 11 | 9 | 3 | 22 | 15 | 12 | 27 | 11 | 9 | 18 | 9 | 6 |
| 3,400– 3,599 | ..... | 1 | 18 | 8 | 4 | 1 | 17 | 6 | 4 | 41 | 24 | 5 | 15 | 10 | 6 |
| 3,200– 3,399 | ..... | 1 | 2 | 12 | 12 | 10 | 24 | 12 | 5 | 36 | 23 | 12 | 19 | 7 | 7 |
| 3,000– 3,199 | ..... | ..... | 8 | 28 | 9 | 6 | 26 | 14 | 8 | 44 | 22 | 10 | 18 | 14 | 6 |
| 2,900– 2,999 | ..... | ..... | ..... | 5 | 3 | 1 | 6 | 3 | 1 | 9 | 6 | 6 | 4 | 4 | 3 |
| 2,800– 2,899 | ..... | ..... | 1 | 9 | 4 | 2 | 4 | 2 | 1 | 17 | 6 | 11 | 7 | 6 | 6 |
| 2,700– 2,799 | ..... | ..... | ..... | 16 | 7 | 2 | 7 | 4 | 1 | 10 | 11 | 2 | 6 | 6 | 1 |
| 2,600– 2,699 | ..... | ..... | ..... | 1 | 4 | 3 | 3 | 3 | 2 | 10 | 8 | 11 | 5 | 5 | 8 |
| 2,500– 2,599 | ..... | ..... | 1 | 4 | 2 | 4 | 5 | 1 | ..... | 16 | 6 | 8 | 6 | 5 | 1 |
| 2,400– 2,499 | ..... | ..... | ..... | 14 | 10 | 14 | 9 | 6 | 9 | 7 | 10 | 10 | 5 | 6 | ..... |
| 2,300– 2,399 | ..... | ..... | 1 | 6 | 3 | 2 | ..... | ..... | ..... | 6 | 4 | 1 | 3 | 4 | 3 |
| 2,200– 2,299 | ..... | ..... | ..... | 5 | 5 | 7 | 2 | ..... | ..... | 4 | 7 | 1 | 2 | 8 | 2 |
| 2,100– 2,199 | ..... | ..... | ..... | 3 | 3 | 6 | 1 | 3 | 1 | 5 | 2 | 2 | 1 | 1 | ..... |
| 2,000– 2,099 | ..... | ..... | ..... | 1 | 4 | 6 | 4 | 2 | ..... | 2 | 3 | 1 | 2 | ..... | 2 |
| 1,900– 1,999 | ..... | ..... | ..... | 2 | 4 | 6 | ..... | 1 | ..... | 4 | 1 | ..... | 1 | ..... | ..... |
| 1,800– 1,899 | ..... | ..... | ..... | 6 | 6 | 9 | 1 | ..... | 1 | 1 | ..... | 2 | ..... | 1 | ..... |
| 1,700– 1,799 | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | 1 | ..... |
| 1,600– 1,699 | ..... | ..... | ..... | 2 | 2 | 2 | 1 | ..... | ..... | ..... | ..... | 2 | ..... | ..... | ..... |
| 1,500– 1,599 | ..... | ..... | ..... | 4 | 6 | 5 | ..... | 1 | ..... | ..... | 1 | ..... | ..... | ..... | ..... |
| 1,400– 1,499 | ..... | ..... | ..... | 1 | 4 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 1,300– 1,399 | ..... | ..... | ..... | 3 | 6 | 4 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 1,200– 1,299 | ..... | ..... | ..... | 8 | 12 | 9 | ..... | ..... | 1 | ..... | ..... | 1 | ..... | ..... | ..... |
| 1,100– 1,199 | ..... | ..... | ..... | 1 | 2 | 2 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 1,000– 1,099 | ..... | ..... | ..... | 2 | 11 | 13 | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... |
| 900– 999 | ..... | ..... | ..... | 7 | 7 | 15 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| Below 900 | ..... | ..... | ..... | 24 | 52 | 74 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| Total | 511 | 584 | 691 | 218 | 199 | 214 | 218 | 106 | 57 | 361 | 178 | 112 | 247 | 123 | 71 |
| Median | $6,830 | $5,763 | $5,106 | $2,794 | $1,592 | $1,233 | $3,588 | $3,433 | $3,340 | $3,441 | $3,209 | $2,967 | $3,888 | $3,214 | $3,300 |
| Arithmetic mean | $7,112 | $6,020 | $5,241 | $2,683 | $1,881 | $1,589 | $3,659 | $3,519 | $3,332 | $3,490 | $3,193 | $3,063 | $3,860 | $3,399 | $3,359 |

[1] For population ranges, see Table 1, page 45.

## TABLE 14.—DISTRIBUTION OF SALARIES PAID SECRETARIAL AND CLERICAL EMPLOYEES IN 1948-49

| Salary groups | Secretaries to superintendents | | | | | | Clerks in administrative and supervisory offices | | | | | | Clerks in principals' offices | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Group I [1] | Group II [1] | Group III [1] | Group IV [1] | Group V [1] | Group VI [1] | Group I | Group II | Group III | Group IV | Group V | Group VI | Group I | Group II | Group III | Group IV | Group V | Group VI |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| $6,000 and over | 3 | ..... | ..... | ..... | ..... | ..... | 33 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 5,500– 5,999 | 1 | 1 | ..... | ..... | ..... | ..... | 20 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 5,000– 5,499 | 1 | 1 | ..... | ..... | ..... | ..... | 45 | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... |
| 4,800– 4,999 | ..... | ..... | 1 | ..... | ..... | ..... | 15 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 4,600– 4,799 | ..... | 3 | ..... | ..... | ..... | ..... | 16 | 2 | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... |
| 4,400– 4,599 | ..... | ..... | 2 | ..... | ..... | ..... | 47 | 6 | ..... | 1 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 4,200– 4,399 | 2 | 1 | ..... | ..... | ..... | 1 | 51 | 5 | 4 | ..... | ..... | ..... | 1 | 26 | ..... | ..... | ..... | ..... |
| 4,000– 4,199 | ..... | 5 | 5 | 6 | 1 | ..... | 37 | 17 | 4 | 3 | ..... | 1 | ..... | 3 | ..... | ..... | ..... | ..... |
| 3,800– 3,999 | 2 | 7 | 6 | 2 | ..... | 1 | 138 | 13 | 8 | 1 | ..... | ..... | 170 | 33 | 4 | ..... | ..... | ..... |
| 3,600– 3,799 | 2 | 4 | 8 | 7 | 6 | 7 | 163 | 34 | 18 | 6 | 2 | 1 | ..... | 5 | 1 | 1 | ..... | ..... |
| 3,400– 3,599 | ..... | 5 | 8 | 9 | 6 | 1 | 245 | 41 | 35 | 2 | 1 | 1 | 3 | 9 | 12 | 5 | ..... | ..... |
| 3,200– 3,399 | ..... | 8 | 16 | 21 | 13 | 5 | 264 | 75 | 34 | 18 | 6 | 3 | 609 | 34 | 26 | 5 | 1 | ..... |
| 3,000– 3,199 | ..... | 11 | 24 | 39 | 11 | 15 | 213 | 100 | 82 | 18 | 10 | 2 | 140 | 74 | 41 | 24 | 3 | 3 |
| 2,900– 2,999 | ..... | 9 | 11 | 18 | 10 | 4 | 79 | 103 | 47 | 9 | 3 | 3 | 48 | 84 | 46 | 12 | 3 | 6 |
| 2,800– 2,899 | ..... | 4 | 14 | 26 | 15 | 6 | 347 | 69 | 69 | 21 | 6 | 2 | 133 | 31 | 45 | 22 | 7 | 1 |
| 2,700– 2,799 | ..... | 6 | 12 | 31 | 24 | 9 | 87 | 187 | 98 | 16 | 7 | 5 | 226 | 71 | 71 | 28 | 17 | ..... |
| 2,600– 2,699 | ..... | 1 | 21 | 18 | 23 | 10 | 41 | 129 | 80 | 39 | 12 | 5 | 103 | 74 | 73 | 32 | 3 | 6 |
| 2,500– 2,599 | ..... | 2 | 24 | 28 | 26 | 11 | 134 | 155 | 109 | 37 | 10 | 10 | 579 | 97 | 73 | 39 | 15 | 2 |
| 2,400– 2,499 | ..... | 6 | 22 | 45 | 43 | 27 | 83 | 219 | 128 | 64 | 26 | 15 | 146 | 164 | 117 | 73 | 24 | 13 |
| 2,300– 2,399 | ..... | ..... | 13 | 21 | 19 | 12 | 167 | 134 | 84 | 57 | 15 | 10 | 470 | 149 | 130 | 61 | 22 | 8 |
| 2,200– 2,299 | ..... | 2 | 14 | 39 | 33 | 26 | 230 | 172 | 148 | 77 | 23 | 11 | 270 | 145 | 176 | 98 | 39 | 7 |
| 2,100– 2,199 | ..... | 1 | 12 | 26 | 47 | 24 | 407 | 250 | 121 | 90 | 36 | 8 | 295 | 213 | 189 | 112 | 65 | 21 |
| 2,000– 2,099 | ..... | 1 | 4 | 25 | 23 | 32 | 53 | 139 | 132 | 69 | 22 | 16 | 206 | 218 | 225 | 105 | 33 | 21 |
| 1,900– 1,999 | ..... | ..... | 4 | 30 | 30 | 24 | 65 | 194 | 132 | 66 | 33 | 9 | 192 | 248 | 164 | 134 | 70 | 24 |
| 1,800– 1,899 | ..... | 1 | 2 | 31 | 62 | 53 | 49 | 194 | 143 | 70 | 45 | 22 | 92 | 389 | 226 | 141 | 77 | 35 |
| 1,700– 1,799 | ..... | ..... | 1 | 6 | 15 | 17 | 25 | 97 | 70 | 58 | 16 | 12 | 29 | 157 | 139 | 166 | 51 | 30 |
| 1,600– 1,699 | ..... | 1 | 3 | 9 | 29 | 33 | 60 | 69 | 87 | 57 | 23 | 17 | 126 | 183 | 162 | 176 | 79 | 23 |
| 1,500– 1,599 | ..... | ..... | 1 | 9 | 32 | 39 | 27 | 57 | 82 | 56 | 28 | 19 | 48 | 208 | 173 | 166 | 90 | 40 |
| 1,400– 1,499 | ..... | ..... | ..... | 8 | 8 | 21 | 4 | 39 | 56 | 38 | 14 | 11 | 22 | 146 | 119 | 101 | 62 | 28 |
| 1,300– 1,399 | ..... | ..... | ..... | 4 | 8 | 7 | 4 | 12 | 27 | 29 | 15 | 4 | 10 | 233 | 121 | 88 | 48 | 26 |
| 1,200– 1,299 | ..... | ..... | ..... | 1 | 5 | 17 | 1 | 15 | 25 | 31 | 8 | 11 | 3 | 112 | 101 | 73 | 31 | 23 |
| Below 1,200 | ..... | ..... | ..... | ..... | 3 | 18 | ..... | 1 | 8 | 17 | 11 | 16 | ..... | 134 | 160 | 116 | 69 | 55 |
| Total | 11 | 80 | 228 | 459 | 492 | 420 | 3,150 | 2,528 | 1,831 | 950 | 373 | 214 | 3,921 | 3,242 | 2,594 | 1,778 | 809 | 372 |
| Median | $4,350 | $3,109 | $2,667 | $2,446 | $2,166 | $1,921 | $2,840 | $2,319 | $2,222 | $2,077 | $1,980 | $1,877 | $2,509 | $1,924 | $1,959 | $1,802 | $1,750 | $1,661 |
| Arithmetic mean | $4,959 | $3,239 | $2,783 | $2,482 | $2,217 | $2,021 | $2,931 | $2,380 | $2,273 | $2,089 | $2,035 | $1,952 | $2,576 | $2,015 | $1,978 | $1,860 | $1,784 | $1,693 |

[1] For population ranges, see Table 1, page 45.

## TABLE 15.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES OVER 30,000 IN POPULATION IN 1948-49

| Salary groups | Chief attendance officers | | | Attendance officers | | | Head nurses | | | Nurses | | | Head janitors | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Group I [1] | Group II [1] | Group III [1] | Group I | Group II | Group III | Group I | Group II | Group III | Group I | Group II | Group III | Group I | Group II | Group III |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| $7,500 and over | 3 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... |
| 7,000– 7,499 | ..... | 2 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| 6,500– 6,999 | 2 | 1 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | 1 | ..... |
| 6,000– 6,499 | 10 | 2 | 2 | 5 | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... | 1 | 1 | 1 |
| 5,500– 5,999 | 2 | 3 | 1 | 23 | ..... | 2 | ..... | 1 | 1 | ..... | ..... | ..... | 1 | 1 | ..... |
| 5,000– 5,499 | ..... | 6 | 7 | 15 | 1 | 2 | 1 | 1 | 2 | 1 | ..... | ..... | 14 | 8 | 2 |
| 4,800– 4,999 | 1 | 2 | 3 | 9 | 5 | 3 | ..... | 1 | 1 | ..... | 1 | 1 | 1 | 6 | 2 |
| 4,600– 4,799 | 1 | 3 | 1 | 39 | 7 | ..... | ..... | 2 | 2 | ..... | 1 | 3 | ..... | 1 | ..... |
| 4,400– 4,599 | ..... | 6 | 9 | 39 | 16 | ..... | ..... | 3 | ..... | ..... | 5 | 9 | ..... | 2 | 5 |
| 4,200– 4,399 | ..... | 7 | 4 | 19 | 28 | 4 | 1 | 2 | 3 | 15 | 11 | 14 | ..... | 6 | 4 |
| 4,000– 4,199 | ..... | 2 | 9 | 24 | 22 | 1 | 1 | 4 | 4 | 4 | 29 | 26 | ..... | 3 | 3 |
| 3,800– 3,999 | 2 | 2 | 13 | 220 | 51 | 4 | ..... | 2 | 3 | 24 | 30 | 20 | ..... | 5 | 6 |
| 3,600– 3,799 | 1 | 3 | 14 | 86 | 38 | 7 | ..... | 4 | 6 | 31 | 65 | 30 | 1 | 4 | 7 |
| 3,400– 3,599 | ..... | 7 | 16 | 31 | 33 | 9 | ..... | 2 | 7 | 40 | 64 | 40 | 1 | 5 | 12 |
| 3,200– 3,399 | ..... | 2 | 15 | 46 | 39 | 16 | 1 | 1 | 12 | 56 | 129 | 64 | 5 | 2 | 10 |
| 3,000– 3,199 | 1 | 3 | 14 | 35 | 66 | 16 | ..... | 4 | 14 | 24 | 103 | 89 | ..... | ..... | 18 |
| 2,900– 2,999 | ..... | 2 | 3 | 19 | 33 | 14 | ..... | 1 | 2 | 99 | 52 | 53 | ..... | ..... | 9 |
| 2,800– 2,899 | ..... | 2 | 7 | 16 | 16 | 12 | ..... | 3 | 9 | 35 | 36 | 46 | ..... | 1 | 7 |
| 2,700– 2,799 | ..... | ..... | 11 | 29 | 18 | 14 | ..... | 3 | 3 | 5 | 68 | 51 | ..... | 1 | 6 |
| 2,600– 2,699 | ..... | ..... | 4 | 27 | 22 | 16 | ..... | 1 | 5 | 35 | 63 | 38 | ..... | ..... | ..... |
| 2,500– 2,599 | ..... | ..... | 2 | 70 | 15 | 8 | ..... | 1 | 2 | 57 | 59 | 43 | ..... | ..... | 2 |
| 2,400– 2,499 | ..... | ..... | 2 | 90 | 18 | 2 | ..... | 1 | 5 | 9 | 87 | 50 | ..... | ..... | 6 |
| 2,300– 2,399 | ..... | ..... | 4 | 14 | 17 | 7 | ..... | 1 | ..... | 91 | 37 | 45 | ..... | ..... | ..... |
| 2,200– 2,299 | ..... | 1 | 3 | 15 | 13 | 7 | ..... | 1 | 1 | 14 | 45 | 31 | ..... | ..... | 1 |
| 2,100– 2,199 | ..... | ..... | 2 | 18 | 2 | 6 | ..... | ..... | 2 | 51 | 49 | 37 | ..... | ..... | ..... |
| 2,000– 2,099 | ..... | 1 | 2 | 2 | 7 | 4 | ..... | ..... | 1 | 12 | 21 | 24 | ..... | ..... | ..... |
| 1,900– 1,999 | ..... | ..... | 2 | ..... | 12 | ..... | ..... | ..... | ..... | 4 | 36 | 15 | ..... | ..... | 1 |
| 1,800– 1,899 | ..... | ..... | ..... | ..... | 9 | 28 | ..... | ..... | ..... | ..... | 11 | 14 | ..... | ..... | 1 |
| 1,700– 1,799 | ..... | ..... | ..... | ..... | 3 | 4 | ..... | ..... | ..... | ..... | 2 | 11 | ..... | ..... | ..... |
| 1,600– 1,699 | ..... | ..... | 1 | ..... | 1 | 2 | ..... | ..... | ..... | ..... | 2 | 6 | ..... | ..... | ..... |
| 1,500– 1,599 | ..... | ..... | 1 | ..... | 1 | 6 | ..... | ..... | ..... | ..... | 8 | 3 | ..... | ..... | ..... |
| 1,400– 1,499 | ..... | ..... | ..... | ..... | 1 | 3 | ..... | ..... | ..... | ..... | ..... | 3 | ..... | ..... | ..... |
| 1,300– 1,399 | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... | ..... | 4 | ..... | ..... | ..... |
| 1,200– 1,299 | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... | 1 | 4 | ..... | ..... | ..... |
| Below 1,200 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... |
| Total | 23 | 58 | 153 | 891 | 494 | 199 | 4 | 40 | 85 | 607 | 1,015 | 775 | 26 | 47 | 103 |
| Median | $6,175 | $4,314 | $3,444 | $3,660 | $3,171 | $2,732 | ..... | $3,650 | $3,179 | $2,873 | $2,851 | $2,816 | $5,179 | $4,283 | $3,210 |
| Arithmetic mean | $6,041 | $4,399 | $3,519 | $3,521 | $3,245 | $2,748 | ..... | $3,684 | $3,297 | $2,875 | $2,902 | $2,852 | $4,985 | $4,382 | $3,374 |

[1] For population ranges, see Table 1, page 45.

## TABLE 16.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES UNDER 30,000 IN POPULATION IN 1948-49

| Salary groups | Attendance officers | | | Nurses | | | Janitors | | |
|---|---|---|---|---|---|---|---|---|---|
| | Group IV[1] | Group V[1] | Group VI[1] | Group IV | Group V | Group VI | Group IV | Group V | Group VI |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| $4,000 and over | 19 | 6 | 1 | 35 | 16 | 4 | 18 | 16 | 2 |
| 3,900– 3,999 | 2 | 3 | ..... | 4 | 2 | ..... | 20 | 2 | 3 |
| 3,800– 3,899 | 4 | 1 | ..... | 8 | 10 | 4 | 21 | 2 | 1 |
| 3,700– 3,799 | ..... | 2 | ..... | 8 | 9 | 2 | 11 | 12 | 2 |
| 3,600– 3,699 | 1 | ..... | ..... | 10 | 10 | 2 | 41 | 15 | 6 |
| 3,500– 3,599 | 7 | 2 | 2 | 22 | 16 | 2 | 38 | 11 | 10 |
| 3,400– 3,499 | 4 | 3 | 1 | 16 | 5 | 3 | 40 | 14 | 17 |
| 3,300– 3,399 | 6 | 1 | 1 | 16 | 10 | 5 | 101 | 17 | 31 |
| 3,200– 3,299 | 9 | ..... | ..... | 27 | 14 | 5 | 115 | 23 | 16 |
| 3,100– 3,199 | 5 | 1 | ..... | 32 | 20 | 7 | 181 | 43 | 33 |
| 3,000– 3,099 | 7 | 3 | ..... | 42 | 18 | 9 | 273 | 116 | 89 |
| 2,900– 2,999 | 10 | ..... | 1 | 35 | 11 | 8 | 219 | 123 | 54 |
| 2,800– 2,899 | 9 | 1 | ..... | 58 | 22 | 15 | 429 | 124 | 107 |
| 2,700– 2,799 | 7 | 3 | 2 | 43 | 33 | 11 | 477 | 171 | 100 |
| 2,600– 2,699 | 17 | 4 | 4 | 47 | 20 | 15 | 492 | 211 | 133 |
| 2,500– 2,599 | 15 | 5 | 3 | 36 | 29 | 18 | 705 | 283 | 184 |
| 2,400– 2,499 | 14 | 5 | 1 | 44 | 30 | 24 | 758 | 397 | 310 |
| 2,300– 2,399 | 10 | 5 | 1 | 31 | 16 | 11 | 462 | 226 | 154 |
| 2,200– 2,299 | 8 | 5 | 3 | 30 | 21 | 14 | 674 | 395 | 250 |
| 2,100– 2,199 | 16 | 5 | 3 | 40 | 26 | 15 | 550 | 424 | 268 |
| 2,000– 2,099 | 15 | 6 | 7 | 15 | 16 | 16 | 428 | 243 | 172 |
| 1,900– 1,999 | 13 | 1 | 2 | 14 | 6 | 9 | 338 | 238 | 160 |
| 1,800– 1,899 | 8 | 14 | 3 | 3 | 5 | 8 | 292 | 253 | 174 |
| 1,700– 1,799 | 3 | 6 | 1 | 7 | 5 | ..... | 163 | 119 | 60 |
| 1,600– 1,699 | 4 | 5 | 2 | 3 | ..... | 2 | 168 | 156 | 89 |
| 1,500– 1,599 | 8 | 10 | 4 | 3 | 2 | 1 | 166 | 141 | 106 |
| 1,400– 1,499 | 2 | ..... | 1 | ..... | 3 | 1 | 129 | 87 | 49 |
| 1,300– 1,399 | 2 | 1 | 1 | ..... | ..... | 2 | 101 | 78 | 33 |
| 1,200– 1,299 | 3 | 2 | ..... | 1 | ..... | ..... | 98 | 104 | 61 |
| 1,100– 1,199 | 3 | 3 | ..... | ..... | ..... | ..... | 54 | 47 | 48 |
| 1,000– 1,099 | 3 | 1 | 2 | ..... | 2 | 2 | 54 | 58 | 36 |
| 900– 999 | 1 | 1 | 4 | ..... | ..... | ..... | 55 | 46 | 16 |
| 800– 899 | ..... | ..... | ..... | ..... | 1 | ..... | 73 | 24 | 15 |
| Below 800 | 5 | 9 | 2 | ..... | 2 | 1 | 152 | 117 | 66 |
| Total | 240 | 114 | 52 | 630 | 380 | 216 | 7,896 | 4,336 | 2,846 |
| Median | $2,513 | $2,067 | $2,057 | $2,795 | $2,718 | $2,511 | $2,398 | $2,208 | $2,228 |
| Arithmetic mean | $2,579 | $2,240 | $2,077 | $2,849 | $2,788 | $2,567 | $2,334 | $2,170 | $2,192 |

[1] For population ranges, see Table 1, page 45.

## IV. Indexes of Relationships of Median Salaries

Tables 17 and 18 show comparisons of median salaries by the use of index numbers based on Tables 2 thru 7. In each city-size group the median salary of the elementary-school classroom teachers is taken as 100 for each of three school years—1930-31, 1940-41, and 1948-49.

The figures are of most significance for positions generally found in all school systems, such as three major groups of classroom teachers, principals, and superintendents of schools. Positions that occur least often are likely to be found only in the school systems where relatively high salaries are paid, thus resulting in high medians for the positions.

Substantial changes in relationships from 1930-31 to 1948-49 are shown. As noted earlier, there has been a shift toward closing the gap between classroom teachers in elementary schools and in high schools. In 1930-31 the high-school median in Group I cities was 27 percent higher than the elementary-school median; in 1948-49 it is only 17 percent higher. About the same change is shown in Groups II thru VI.

Changes also have occurred in the relationship of administrative salaries to those of classroom teachers. In Group II cities, for example, the superintendent's median was 386 percent higher in 1930-31 than the elementary-school classroom teacher's median, but was only 245 percent higher in 1948-49. Similar shifts can be noted for most of the administrative and supervisory positions.

The effect or lack of effect of city size on salary relationships may be studied in Tables 17 and 18. City size seems to make no difference so far as classroom teachers are con-

## TABLE 17.—INDEX RELATIONSHIPS OF MEDIAN SALARIES IN CITIES OVER 30,000 IN POPULATION, 1930-31, 1940-41, AND 1948-49

| Type of school employee | Index of relationship, elementary teachers' salary = 100 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Group I [1] | | | Group II [1] | | | Group III [1] | | |
| | 1930-31 | 1940-41 | 1948-49 | 1930-31 | 1940-41 | 1948-49 | 1930-31 | 1940-41 | 1948-49 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| *Classroom teachers:* | | | | | | | | | |
| Kindergarten | 96 | 97 | 91 | 99 | 99 | 95 | 100 | 105 | 102 |
| Elementary school | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Atypical classes | 108 | 101 | 100 | 111 | 110 | 108 | 115 | 111 | 110 |
| Junior high school | 112 | 115 | 102 | 114 | 110 | 108 | 116 | 115 | 111 |
| High school | 127 | 128 | 117 | 129 | 120 | 116 | 131 | 127 | 117 |
| Junior college | ... | ... | 116 | ... | ... | 136 | ... | ... | 138 |
| Part-time or continuation school | 120 | 116 | 106 | 124 | 104 | 113 | 135 | 131 | 117 |
| *Teaching department heads, deans, and assistant principals:* | | | | | | | | | |
| Junior high school | ... | ... | 113 | ... | ... | 127 | ... | ... | 127 |
| High school | ... | ... | 152 | ... | ... | 134 | ... | ... | 143 |
| *Supervising deans, department heads, and assistant principals:* | | | | | | | | | |
| Elementary school: | | | | | | | | | |
| Assistant principals | 182 | 192 | 128 | 133 | 159 | 145 | 171 | 129 | 140 |
| Junior high school: | | | | | | | | | |
| Deans and department heads | ... | ... | 131 | ... | ... | 138 | ... | ... | 136 |
| Assistant principals | 153 | 189 | 136 | 165 | 156 | 144 | 170 | 166 | 146 |
| High school: | | | | | | | | | |
| Deans | ... | ... | ... | 150 | 141 | 135 | 157 | 153 | 150 |
| Department heads | ... | ... | 130 | ... | ... | 146 | ... | ... | 148 |
| Assistant principals | 234 | 171 | 144 | 187 | 172 | 155 | 190 | 192 | 156 |
| Junior college: | | | | | | | | | |
| Deans, department heads, and assistant principals | ... | ... | 140 | ... | ... | 161 | ... | ... | 171 |
| *Principals:* | | | | | | | | | |
| Teaching elementary school | ... | ... | ... | 125 | 110 | 112 | 125 | 118 | 109 |
| Supervising elementary school | 172 | 163 | 147 | 165 | 155 | 143 | 164 | 154 | 142 |
| Junior high school | 206 | 211 | 172 | 204 | 198 | 165 | 208 | 197 | 162 |
| High school | 236 | 222 | 182 | 244 | 220 | 186 | 266 | 249 | 185 |
| Junior college | ... | ... | 194 | ... | ... | 191 | ... | ... | 201 |
| Part-time or continuation school | 229 | 209 | 171 | 188 | 189 | 164 | 190 | 196 | 179 |
| *Administrative and supervisory staff:* | | | | | | | | | |
| Superintendents of schools | 627 | 542 | 398 | 486 | 433 | 345 | 420 | 380 | 297 |
| Associate, assistant, or deputy superintendents | 315 | 266 | 241 | 278 | 280 | 231 | 285 | 269 | 226 |
| Administrative assistants | ... | ... | 159 | ... | ... | 174 | ... | ... | 178 |
| Business managers | 353 | 318 | 207 | 272 | 247 | 202 | 229 | 215 | 180 |
| Purchasing officers | ... | ... | 132 | ... | ... | 131 | ... | ... | 132 |
| Auditors | ... | ... | 174 | ... | ... | 132 | ... | ... | 118 |
| Accountants | ... | ... | 131 | ... | ... | 117 | ... | ... | 107 |
| Directors, assistant directors, or supervisors of: | | | | | | | | | |
| Research, tests, etc. | 158 | 160 | 135 | 171 | 169 | 151 | 152 | 155 | 145 |
| Pupil personnel | ... | ... | 117 | ... | ... | 133 | ... | ... | 146 |
| Employee personnel | ... | ... | 180 | ... | ... | 176 | ... | ... | 152 |
| Vocational education | 189 | 147 | 154 | 263 | 193 | 163 | 199 | 190 | 162 |
| Physical education | 134 | 149 | 132 | 163 | 162 | 148 | 154 | 157 | 142 |
| Health | 145 | 122 | 156 | 146 | 151 | 153 | 132 | 162 | 134 |
| School library services | ... | ... | 129 | ... | ... | 138 | ... | ... | 113 |
| Special education | ... | ... | 131 | ... | ... | 150 | ... | ... | 122 |
| Adult education | ... | ... | 162 | ... | ... | 149 | ... | ... | 162 |
| Veteran education | ... | ... | 131 | ... | ... | 139 | ... | ... | 149 |
| Art | 131 | 136 | 127 | 145 | 148 | 142 | 144 | 146 | 132 |
| Music | 135 | 131 | 128 | 145 | 152 | 142 | 148 | 151 | 132 |
| Penmanship | ... | ... | ... | 147 | 145 | 142 | 143 | 152 | 122 |
| Manual or industrial arts | 247 | 149 | 137 | 235 | 178 | 152 | 180 | 173 | 148 |
| Home economics | 145 | 164 | 138 | 156 | 154 | 145 | 143 | 149 | 130 |
| Audio-visual education | ... | 119 | 126 | ... | 147 | 141 | ... | 149 | 139 |
| Curriculum | ... | ... | 159 | ... | ... | 162 | ... | ... | 186 |
| Elementary education | ... | 144 | 132 | ... | 175 | 157 | ... | 175 | 154 |
| Primary grades | ... | 129 | 134 | ... | 179 | 142 | ... | 160 | 142 |
| Secondary education | ... | ... | 132 | ... | 231 | 158 | ... | 185 | 166 |
| *Other school employees:* | | | | | | | | | |
| Secretarial and clerical employees: | | | | | | | | | |
| Secretaries to superintendents of schools | 112 | 140 | 108 | 119 | 105 | 95 | 113 | 103 | 90 |
| Secretaries of boards of education | 260 | 197 | 239 | 219 | 179 | 165 | 156 | 165 | 154 |
| Clerks in principals' offices | 63 | 61 | 62 | 56 | 54 | 59 | 65 | 61 | 66 |
| Clerks in other administrative and supervisory offices | 71 | 73 | 71 | 75 | 71 | 71 | 79 | 77 | 75 |
| Superintendents of buildings | 229 | 240 | 187 | 209 | 196 | 169 | 168 | 175 | 145 |
| Head janitors | 145 | 166 | 129 | 121 | 144 | 131 | 123 | 120 | 109 |
| Head nurses | ... | ... | ... | 113 | 100 | 112 | 123 | 111 | 108 |
| Nurses | 80 | 79 | 71 | 87 | 89 | 87 | 103 | 101 | 95 |
| School physicians | ... | ... | 126 | ... | ... | 175 | ... | ... | 176 |
| Chief attendance officers | 210 | 201 | 154 | 149 | 143 | 132 | 126 | 123 | 117 |
| Attendance officers | 90 | 98 | 91 | 101 | 102 | 97 | 108 | 98 | 92 |
| Head, school cafeterias | ... | ... | 128 | ... | ... | 141 | ... | ... | 113 |

[1] For population ranges, see Table 1, page 45.

cerned; the high-school median is from 16 to 18 percent higher in 1948-49 than the elementary-school median in all population groups. Superintendents of schools, however, show a definite progression from salaries 106 percent above elementary-school teachers in Group VI to 298 percent in Group I. Principals and other officers likewise tend to have a more favorable relative salary position in Groups I and II than in Groups V and VI, but the trend is not consistent thru the six population groups.

## TABLE 18.—INDEX RELATIONSHIPS OF MEDIAN SALARIES IN CITIES UNDER 30,000 IN POPULATION, 1930-31, 1940-41, AND 1948-49

| Type of school employee | Index of relationship, elementary teachers' salary = 100 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Group IV [1] | | | Group V [1] | | | Group VI [1] | | |
| | 1930-31 | 1940-41 | 1948-49 | 1930-31 | 1940-41 | 1948-49 | 1930-31 | 1940-41 | 1948-49 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| *Classroom teachers:* | | | | | | | | | |
| Elementary school [2] | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Junior high school | 113 | 112 | 108 | 115 | 113 | 110 | 117 | 113 | 108 |
| High school | 131 | 126 | 118 | 130 | 126 | 116 | 133 | 124 | 116 |
| Junior college | ... | ... | 137 | ... | ... | 132 | ... | ... | 122 |
| Part-time or continuation school | 131 | 116 | 124 | 112 | 66 | 125 | 60 | 48 | 143 |
| *Supervising assistant principals, deans, and department heads:* | | | | | | | | | |
| Junior high school | ... | ... | 143 | ... | ... | 159 | ... | ... | 147 |
| High school | ... | ... | 153 | ... | ... | 154 | ... | ... | 175 |
| Junior college | ... | ... | 173 | ... | ... | 165 | ... | ... | 183 |
| *Principals:* | | | | | | | | | |
| Elementary school: | | | | | | | | | |
| Teaching | 122 | 118 | 112 | 121 | 116 | 110 | 121 | 117 | 111 |
| Supervising | 164 | 155 | 139 | 172 | 161 | 151 | 187 | 163 | 149 |
| Total | 133 | 129 | 125 | 127 | 122 | 120 | 126 | 123 | 120 |
| Junior high school: | | | | | | | | | |
| Teaching | ... | ... | 118 | ... | ... | 125 | ... | ... | 109 |
| Supervising | ... | ... | 156 | ... | ... | 153 | ... | ... | 140 |
| Total | 193 | 181 | 155 | 168 | 155 | 145 | 153 | 139 | 127 |
| High school: | | | | | | | | | |
| Teaching | ... | ... | 136 | ... | ... | 112 | ... | ... | 133 |
| Supervising | ... | ... | 174 | ... | ... | 163 | ... | ... | 162 |
| Total | 253 | 231 | 173 | 217 | 201 | 162 | 207 | 186 | 159 |
| Junior college presidents, principals, or chief administrators | ... | ... | 205 | ... | ... | 171 | ... | ... | ... |
| *Administrative and supervisory staff:* | | | | | | | | | |
| Superintendents of schools | 361 | 328 | 246 | 321 | 293 | 221 | 307 | 280 | 206 |
| Assistant superintendents | 207 | 218 | 202 | 253 | 213 | 176 | ... | ... | 192 |
| Business managers | 224 | 183 | 166 | 192 | 167 | 149 | ... | 170 | 148 |
| Directors, assistant directors, or supervisors of: | | | | | | | | | |
| Research, tests, etc. | 151 | 157 | 140 | 186 | 178 | 144 | ... | ... | ... |
| Guidance | ... | ... | 142 | ... | ... | 140 | ... | ... | ... |
| Vocational education | 211 | 176 | 151 | 180 | 173 | 149 | 215 | 170 | 144 |
| Physical education | 141 | 143 | 140 | 145 | 139 | 123 | 151 | 149 | 133 |
| Health | 124 | 112 | 123 | 122 | 126 | 119 | ... | ... | ... |
| School library services | ... | ... | 116 | ... | ... | 118 | ... | ... | 122 |
| Adult education | ... | ... | 176 | ... | ... | 180 | ... | ... | ... |
| Veteran education | ... | ... | 138 | ... | ... | 141 | ... | ... | 152 |
| Art | 128 | 127 | 120 | 130 | 124 | 112 | 125 | 130 | 107 |
| Music | 136 | 132 | 124 | 133 | 127 | 123 | 124 | 124 | 119 |
| Manual or industrial arts | 154 | 142 | 125 | 157 | 139 | 123 | 161 | 145 | 122 |
| Home economics | 120 | 117 | 104 | 124 | 116 | 106 | 131 | 119 | 111 |
| Elementary education | ... | ... | 147 | ... | ... | 156 | ... | ... | 179 |
| *Other school employees:* | | | | | | | | | |
| Secretarial and clerical employees: | | | | | | | | | |
| Secretaries to superintendents of schools | 102 | 96 | 88 | 91 | 89 | 83 | 76 | 76 | 77 |
| Secretaries of boards of education | 88 | 90 | 101 | 43 | 51 | 61 | ... | ... | 50 |
| Clerks in principals' offices | 68 | 62 | 65 | 61 | 62 | 67 | 67 | 68 | 67 |
| Clerks in other administrative and supervisory offices | 78 | 74 | 75 | 81 | 70 | 76 | 66 | 72 | 76 |
| Superintendents of buildings | 152 | 147 | 129 | 146 | 164 | 132 | 185 | 137 | 135 |
| Janitors | 95 | 92 | 86 | 98 | 94 | 85 | 102 | 103 | 90 |
| Nurses | 123 | 112 | 101 | 126 | 118 | 104 | 133 | 113 | 101 |
| Attendance officers | 84 | 86 | 90 | ... | 45 | 79 | ... | ... | 83 |
| Head, school cafeterias | ... | ... | 108 | ... | ... | 102 | ... | ... | ... |

[1] For population ranges, see Table 1, page 45.
[2] Includes kindergarten teachers.

# V. Salary Schedules for Classroom Teachers

The questionnaire sent in each of the biennial salary inquiries includes several items on the salary schedule. This section reports the extent to which definite schedules have been adopted, and their type, for each of the six population groups of cities. For the larger cities of 30,000 population and over, additional facts are reported on certain provisions of the preparation or single salary schedules which are now the dominant type.[1]

## Prevalence of Salary Schedules

Almost all of the larger cities and nearly three-fourths of the small cities in Group VI report the use of a definite salary schedule (Table 19). When all cities are combined 85 percent have a salary schedule; a number of these are using a minimum salary schedule set by state authority.

A basic step toward fixing teachers' salaries on a professional basis is the establishment of a definite classification of salaries, with minimum salaries, increments, and maximum salaries in an orderly and defensible pattern. That a minority of even 15 percent of the city-school systems has not taken this first step toward an adequate salary policy is a reason for concern both in the profession and among laymen.

## Type of Salary Schedule

Three types of salary schedules are recognized, according to the basic classification of salaries (Table 20). Schedules of the traditional type use *school position* (elementary school, high school) as the basis of classification; others recognize professional *preparation* as the basis of classification and thus have a *single schedule* so far as elementary-school and secondary-school differences are concerned. The position-preparation type is a combination of the two, in which the basic classes are in terms of position but differences in preparation are recognized within the classes.

A shift from the position-type schedule, then in general use, to the single salary schedule was urged by the National Education Association as early as 1920 but progress toward its

[1] The information on the content of schedules for cities in Groups I, II, and III in Tables 21-25 is based on early returns to the salary inquiry which were tabulated and summarized in *Circular* No. 9, 1948, and *Circular* No. 2, 1949, of the Educational Research Service, American Association of School Administrators and Research Division of the National Education Association. The number of schedules analyzed is less than the total number of single salary schedules reported in Table 20.

**TABLE 19.—NUMBER OF SCHOOL SYSTEMS REPORTING SALARY SCHEDULES IN 1948–49**

| Items | Group I [1] | | Group II [1] | | Group III [1] | | Group IV [1] | | Group V [1] | | Group VI [1] | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| **Does your school system have a salary schedule?** | | | | | | | | | | | | | | |
| Yes | 14 | 100.0 | 71 | 98.6 | 228 | 97.9 | 485 | 93.1 | 523 | 87.2 | 538 | 72.0 | 1,859 | 85.0 |
| No | 0 | 0 | 1 | 1.4 | 5 | 2.1 | 36 | 6.9 | 77 | 12.8 | 209 | 28.0 | 328 | 15.0 |
| Total | 14 | 100.0 | 72 | 100.0 | 233 | 100.0 | 521 | 100.0 | 600 | 100.0 | 747 | 100.0 | 2,187 | 100.0 |

[1] For population ranges, see Table 1, page 45.

**TABLE 20.—NUMBER OF SCHOOL SYSTEMS REPORTING VARIOUS TYPES OF SCHEDULES, 1948–49**

| Type of schedule | Group I [1] | | Group II [1] | | Group III [1] | | Group IV [1] | | Group V [1] | | Group VI [1] | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| Position type | 1 | 7.1 | 1 | 1.4 | 2 | 0.9 | 7 | 1.4 | 5 | 1.0 | 4 | 0.8 | 20 | 1.1 |
| Position-preparation type | 1 | 7.1 | 1 | 1.4 | 5 | 2.2 | 20 | 4.2 | 35 | 6.8 | 14 | 2.6 | 76 | 4.1 |
| Preparation type (single salary schedule) | 12 | 85.8 | 69 | 97.2 | 220 | 96.9 | 453 | 94.4 | 474 | 92.2 | 509 | 96.6 | 1,737 | 94.8 |
| Total reporting type of schedule | 14 | 100.0 | 71 | 100.0 | 227 | 100.0 | 480 | 100.0 | 514 | 100.0 | 527 | 100.0 | 1,833 | 100.0 |

[1] For population ranges, see Table 1, page 45.

adoption was slow until recent years. In the NEA Research Division's salary survey of 1938-39 only 30.6 percent of the schedules reported were of the preparation or single salary type. In the current year of 1948-49, however, the proportion has reached 94.8 percent. City size appears to have very little influence on the prevalence of the single salary schedule as the proportion of single schedules is about the same in all of the population groups except Group I. Two of these fourteen cities over 500,000 in population, or 14.2 percent, have not yet adopted the single schedule for elementary and secondary schools.

Differences between elementary-school and secondary-school salaries shown in earlier tables make it plain that the *full effect* of the single schedule in raising the level of elementary-school salaries is still to be felt. Scarcity of qualified, experienced classroom teachers in the elementary field, and differences in teacher-education requirements as between elementary and secondary schools are also reflected in the continued salary differences.

## Minimum and Maximum Salaries

In Table 21 are shown distributions of minimum and maximum salaries according to

**TABLE 21.—MINIMUM AND MAXIMUM SALARIES IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1948–49**

| Salary interval [1] | For classroom teachers with four years' preparation or bachelor's degree | | | For classroom teachers with five years' preparation or master's degree | | | For classroom teachers with six or more years' preparation | | |
|---|---|---|---|---|---|---|---|---|---|
| | Group I [2] | Group II [2] | Group III [2] | Group I [2] | Group II [2] | Group III [2] | Group I [2] | Group II [2] | Group III [2] |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | | | | Minimum scheduled salaries | | | | | |
| $3,100 and over | ..... | ..... | ..... | 2 | 2 | 6 | 2 | 4 | 8 |
| 3,000– 3,099 | ..... | ..... | 3 | 2 | 3 | 1 | 1 | 1 | 6 |
| 2,900– 2,999 | 1 | 1 | 1 | ..... | 1 | 8 | ..... | 2 | 2 |
| 2,800– 2,899 | 1 | 3 | 4 | 2 | 5 | 13 | ..... | 3 | 12 |
| 2,700– 2,799 | 2 | 3 | 8 | 1 | 2 | 13 | ..... | ..... | 8 |
| 2,600– 2,699 | 1 | 5 | 13 | ..... | 8 | 31 | ..... | ..... | 7 |
| 2,500– 2,599 | 2 | 4 | 9 | ..... | 4 | 27 | ..... | ..... | 2 |
| 2,400– 2,499 | 2 | 8 | 55 | 5 | 9 | 24 | ..... | 3 | 4 |
| 2,300– 2,399 | ..... | 6 | 12 | ..... | 6 | 10 | ..... | 2 | 2 |
| 2,200– 2,299 | 3 | 8 | 26 | ..... | 6 | 25 | ..... | 1 | 7 |
| 2,100– 2,199 | ..... | 5 | 9 | ..... | 4 | 15 | ..... | 1 | 2 |
| 2,000– 2,099 | ..... | 8 | 34 | ..... | 3 | 9 | ..... | 2 | ..... |
| Below 2,000 | ..... | 4 | 24 | ..... | 2 | 8 | ..... | ..... | ..... |
| Total number of schedules | 12 | 55 | 198 | 12 | 55 | 190 | 3 | 19 | 60 |
| Median of the minimum salaries | $2,550 | $2,342 | $2,350 | $2,800 | $2,472 | $2,515 | ..... | $2,817 | $2,775 |
| | | | | Maximum scheduled salaries | | | | | |
| $5,100 and over | 1 | ..... | 2 | 2 | ..... | 13 | 2 | 6 | 17 |
| 5,000– 5,099 | ..... | ..... | ..... | ..... | 2 | 4 | 1 | ..... | 3 |
| 4,900– 4,999 | ..... | ..... | ..... | ..... | 1 | 1 | ..... | 1 | 3 |
| 4,800– 4,899 | 1 | ..... | 6 | 1 | 2 | 2 | ..... | 1 | 3 |
| 4,700– 4,799 | ..... | 1 | 3 | 3 | 2 | 5 | ..... | 1 | 5 |
| 4,600– 4,699 | 1 | 2 | 4 | ..... | 3 | 9 | ..... | 2 | 1 |
| 4,500– 4,599 | 3 | 3 | 5 | 4 | 3 | 15 | ..... | ..... | 3 |
| 4,400– 4,499 | ..... | 1 | 10 | 2 | 4 | 9 | ..... | ..... | 7 |
| 4,300– 4,399 | 1 | 3 | 13 | ..... | 3 | 10 | ..... | 3 | 2 |
| 4,200– 4,299 | 2 | 2 | 4 | ..... | 2 | 13 | ..... | 2 | 5 |
| 4,100– 4,199 | 1 | 4 | 7 | ..... | 2 | 11 | ..... | 2 | 2 |
| 4,000– 4,099 | 1 | 4 | 22 | ..... | 6 | 18 | ..... | 2 | 1 |
| 3,900– 3,999 | ..... | 3 | 13 | ..... | 4 | 7 | ..... | 1 | 3 |
| 3,800– 3,899 | 1 | 7 | 11 | ..... | 4 | 8 | ..... | ..... | 2 |
| 3,700– 3,799 | ..... | 1 | 11 | ..... | 2 | 7 | ..... | ..... | 1 |
| 3,600– 3,699 | ..... | 4 | 12 | ..... | 8 | 17 | ..... | ..... | 1 |
| 3,500– 3,599 | ..... | 6 | 14 | ..... | 2 | 5 | ..... | ..... | ..... |
| 3,400– 3,499 | ..... | 3 | 14 | ..... | ..... | 5 | ..... | ..... | 2 |
| 3,300– 3,399 | ..... | 4 | 7 | ..... | 3 | 7 | ..... | ..... | 1 |
| 3,200– 3,299 | ..... | 4 | 11 | ..... | ..... | 5 | ..... | 1 | 1 |
| Below 3,200 | ..... | 3 | 31 | ..... | 2 | 20 | ..... | ..... | ..... |
| Total number of schedules | 12 | 55 | 200 | 12 | 55 | 191 | 3 | 22 | 63 |
| Median of the maximum salaries | $4,450 | $3,836 | $3,800 | $4,650 | $4,042 | $4,081 | ..... | $4,500 | $4,650 |

[1] Cost-of-living adjustments, where reported, were included in minimum and maximum scheduled salaries.
[2] For population ranges, see Table 1, page 45.

city population and according to three levels of preparation. Medians of the minimum salaries and medians of the maximum salaries are also shown.

The distributions overlap considerably but the medians of the minimums and maximums tend to rise with level of preparation within any one population group. Comparisons on the basis of city size show a less stable progression. The medians for Group I are consistently higher than either Group II or Group III, but four of the Group III medians are higher than the corresponding figures for Group II.

For classroom teachers with four years of preparation or bachelor's degrees, the median of minimum salaries is $2550 in Group I, $2342 in Group II, and $2350 in Group III. The medians of maximum salaries for the same level of preparation are $4450, $3836, and $3800 respectively.

Medians of the minimums and the maximums are also reported in Table 21 for classroom teachers with five years of preparation, a salary class represented in nearly all of the schedules analyzed. For a smaller group of schedules, from a fourth to a third of the total number, salary limits are also given for teachers with six or more years of preparation. Since these are likely to be "high-salary" cities, relationships of these salaries to the medians reported for the lower levels of preparation are less trustworthy than the relationships shown in Table 22.

In Table 22 the salary differentials between

**TABLE 22.—SALARY DIFFERENTIALS ON BASIS OF PROFESSIONAL PREPARATION IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1948–49**

| Amount of salary differential | Amount by which four-year or bachelor's degree salary level exceeds the three-year or no-degree level | | | Amount by which five-year or master's degree salary level exceeds the four-year level | | | Amount by which highest preparation level exceeds the five-year level | | |
|---|---|---|---|---|---|---|---|---|---|
| | Group I [1] | Group II [1] | Group III [1] | Group I [1] | Group II [1] | Group III [1] | Group I [1] | Group II [1] | Group III [1] |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | | | | At the minimum salary | | | | | |
| $450 and over | .... | 4 | 7 | 1 | 1 | 2 | .... | .... | 5 |
| 400– 449 | .... | 4 | 15 | .... | .... | 4 | .... | .... | 4 |
| 350– 399 | .... | 1 | 2 | .... | .... | 3 | .... | .... | .... |
| 300– 349 | .... | 3 | 14 | 1 | .... | 6 | 1 | 1 | 4 |
| 250– 299 | .... | 1 | 6 | 1 | 2 | 6 | 1 | 1 | 1 |
| 200– 249 | 2 | 5 | 33 | 5 | 25 | 95 | 2 | 6 | 23 |
| 150– 199 | .... | 4 | 9 | .... | 4 | 10 | .... | 2 | 4 |
| 100– 149 | .... | 3 | 24 | 2 | 14 | 48 | .... | 2 | 12 |
| Below 100 | .... | 3 | 9 | .... | 1 | 3 | .... | .... | 1 |
| No difference | 4 | 12 | 14 | 2 | 8 | 8 | 1 | 9 | 6 |
| Total number of schedules including the two classes | 6 | 40 | 133 | 12 | 55 | 185 | 5 | 21 | 60 |
| Median differential | No difference | $175 | $216 | $220 | $201 | $212 | $238 | $138 | $215 |
| | | | | At the maximum salary | | | | | |
| $850 and over | .... | 4 | 14 | .... | .... | 2 | .... | .... | 3 |
| 800– 849 | .... | 2 | 6 | .... | .... | 1 | .... | .... | 1 |
| 750– 799 | .... | 1 | 6 | .... | .... | 1 | .... | 1 | .... |
| 700– 749 | .... | 3 | 6 | .... | .... | 1 | .... | 1 | .... |
| 650– 699 | .... | 1 | .... | .... | .... | 1 | .... | .... | .... |
| 600– 649 | 1 | 4 | 12 | .... | .... | 5 | .... | 2 | .... |
| 550– 599 | .... | 1 | 4 | .... | .... | 1 | .... | .... | .... |
| 500– 549 | .... | 7 | 19 | 1 | 1 | 7 | .... | 2 | 2 |
| 450– 499 | .... | .... | 6 | 1 | 4 | 5 | .... | 1 | 4 |
| 400– 449 | 3 | 5 | 21 | 1 | 6 | 28 | 3 | .... | 12 |
| 350– 399 | .... | 1 | 4 | .... | 4 | 4 | .... | .... | 1 |
| 300– 349 | 1 | 3 | 18 | 3 | 8 | 29 | .... | 2 | 8 |
| 250– 299 | .... | 1 | 5 | 1 | .... | 15 | .... | .... | 2 |
| 200– 249 | .... | 6 | 22 | 4 | 22 | 67 | 1 | 8 | 26 |
| 150– 199 | .... | 2 | 1 | .... | 3 | 7 | .... | .... | 1 |
| 100– 149 | .... | 3 | 8 | 1 | 6 | 11 | .... | 2 | 4 |
| Below 100 | .... | .... | .... | .... | .... | 2 | .... | .... | 1 |
| No difference | .... | .... | 1 | .... | 1 | .... | 1 | 2 | .... |
| Total number of schedules including the two classes | 5 | 44 | 153 | 12 | 55 | 187 | 5 | 21 | 65 |
| Median differential | $425 | $507 | $442 | $300 | $240 | $272 | $408 | $241 | $263 |

[1] For population ranges, see Table 1, page 45.

successive levels of preparation are tabulated. The only two levels of preparation that are found in practically all the schedules studied are the four-year and five-year levels. It will be noted from columns 5, 6, and 7 of Table 22 that the minimum salary for the five-year level of preparation exceeds the minimum salary of the four-year level by a median differential of $220 in the Group I cities, $201 in Group II, and $212 in Group III. The median differentials at the maximum of the schedule are $300, $240, and $272 respectively. The wide range of these differentials should be noted also. For example, altho the median difference between the five-year maximum and the four-year maximum in the 187 Group III schedules is $272, there are fifty-two schedules out of the 187 in which the differential is $400 or higher; eleven have a differential of $600 or higher.

## Scheduled Salary Increments

The size, number, and spacing of the annual increments in the schedules studied are reported on in Tables 23, 24, and 25. The information is given for only one salary class—classroom teachers with four years' professional preparation or bachelor's degrees. Distributions and medians are shown and, as in Tables 21 and 22, a wide range of practice is noted.

The size of increments is shown in Table 23. None of the large Group I cities has any scheduled increments below $100; two of these cities have some increments of $260 and over. The median of the increments most nearly typical of each schedule is $175 for the Group I cities.

Group II and Group III show an even wider spread, with some increments of less than $50 and some as high as $260 and over. The median of the typical increments for Group II is $115 and for Group III is $106.

Information on the number of annual increment steps between the minimum and the maximum in the salary class for classroom teachers with four years of preparation is shown in Table 24.

Again, the range is wide, from five increments to twenty-four or more. Relatively few

**TABLE 23.—SIZE OF INCREMENTS LEADING FROM MINIMUM TO MAXIMUM SALARY IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1948–49[1]**

| Increment interval | Group I[2] | | | Group II[2] | | | Group III[2] | | |
|---|---|---|---|---|---|---|---|---|---|
| | Low[3] | Modal or typical[3] | High[3] | Low[3] | Modal or typical[3] | High[3] | Low[3] | Modal or typical[3] | High[3] |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| $260 and over | .... | .... | 2 | .... | .... | 3 | .... | .... | 9 |
| 250– 259 | .... | 1 | 1 | .... | .... | .... | .... | .... | 2 |
| 240– 249 | .... | .... | .... | .... | .... | .... | .... | .... | .... |
| 230– 239 | .... | .... | .... | .... | .... | .... | .... | .... | .... |
| 220– 229 | .... | .... | .... | .... | .... | .... | 1 | 1 | 1 |
| 210– 219 | .... | .... | .... | .... | .... | .... | .... | .... | .... |
| 200– 209 | 3 | 4 | 4 | 1 | 3 | 6 | 5 | 11 | 20 |
| 190– 199 | .... | .... | .... | .... | .... | .... | 1 | 2 | 3 |
| 180– 189 | 1 | 1 | .... | .... | 1 | 1 | .... | .... | .... |
| 170– 179 | .... | .... | .... | .... | .... | .... | 1 | 1 | 2 |
| 160– 169 | 1 | 1 | .... | 1 | 2 | .... | .... | 3 | 3 |
| 150– 159 | 2 | 2 | 2 | 7 | 12 | 11 | 20 | 41 | 37 |
| 140– 149 | 1 | 1 | 1 | .... | .... | .... | .... | .... | .... |
| 130– 139 | .... | .... | .... | 1 | 2 | 3 | .... | .... | 1 |
| 120– 129 | .... | .... | .... | 6 | 7 | 9 | 6 | 7 | 8 |
| 110– 119 | .... | .... | .... | .... | .... | .... | .... | 1 | 1 |
| 100– 109 | 4 | 2 | 2 | 19 | 15 | 15 | 91 | 77 | 71 |
| 90– 99 | .... | .... | .... | 2 | .... | .... | 4 | 4 | 5 |
| 80– 89 | .... | .... | .... | 3 | 3 | 1 | 3 | 4 | 3 |
| 70– 79 | .... | .... | .... | 3 | 2 | 1 | 9 | 12 | 13 |
| 60– 69 | .... | .... | .... | 2 | 2 | 2 | 6 | 7 | 7 |
| 50– 59 | .... | .... | .... | 7 | 5 | 2 | 30 | 20 | 6 |
| Below 50 | .... | .... | .... | 2 | .... | .... | 17 | 3 | 2 |
| Total number of schedules | 12 | 12 | 12 | 54 | 54 | 54 | 194 | 194 | 194 |
| Median increment | $155 | $175 | $203 | $104 | $115 | $127 | $103 | $106 | $109 |

[1] Based on increments scheduled for the four-year or bachelor's-degree salary class.
[2] For population ranges, see Table 1, page 45.
[3] "Low," "Modal or typical," and "High" increments: In a large proportion of schedules the annual increments are uniform in size, e. g., 12 annual increments at $150; but in others they vary, e. g., 5 at $200, 4 at $125, 3 at $100. Where the increments are uniform, the same amount is tallied under "Low," "Modal or typical," and "High" but where they vary in size, the three columns permit the accurate recording of the lowest, typical, and highest increments scheduled.

## TABLE 24.—NUMBER OF INCREMENTS IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1948-49 [1]

| Number of increments | Group I [2] | Group II [2] | Group III [2] |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
| 24 or more | .. | .. | 2 |
| 23 | .. | 1 | 1 |
| 22 | .. | 2 | 1 |
| 21 | .. | .. | 1 |
| 20 | .. | .. | 6 |
| 19 | .. | .. | 5 |
| 18 | .. | 1 | 2 |
| 17 | .. | 3 | 10 |
| 16 | .. | 4 | 13 |
| 15 | 1 | 5 | 13 |
| 14 | 2 | 5 | 29 |
| 13 | .. | 6 | 21 |
| 12 | 2 | 9 | 26 |
| 11 | 3 | 7 | 29 |
| 10 | 1 | 6 | 16 |
| 9 | 1 | 3 | 7 |
| 8 | .. | 1 | 9 |
| 7 | 2 | .. | 2 |
| 6 | .. | .. | 2 |
| 5 | .. | 1 | 1 |
| Total number of schedules | 12 | 54 | 196 |
| Median number of increments | 12 | 13 | 13 |

[1] Based on increments scheduled for the four-year or bachelor's-degree salary class.
[2] For population ranges, see Table 1, page 45.

schedules, however, provide less than ten or more than seventeen increments. The median practice is twelve increments in Group I and thirteen in Groups II and III.

The existence of salary classes for higher levels of preparation, which sometimes have more increments than the four-year level, may add to the total increment span for an individual classroom teacher.

The number and the size of increments are interrelated problems. The theory underlying the granting of annual increments does not interpret the increment as primarily a reward for increased "efficiency" but as a device for getting the classroom teacher in orderly fashion from the minimum that is appropriate for an inexperienced professional worker living alone to a maximum that is appropriate for an experienced professional person with the family responsibilities that come with maturity.

If the attainment of the maximum is delayed too long the classroom teacher has to get along for many years at less than an adequate salary for his growing responsibilities. On the other hand, if the maximum is reached too soon, the relatively young classroom teacher may face the prospect of twenty to thirty years of service with no chance for a salary increase, except by moving to another school system or by seeking a transfer from classroom teaching into an administrative or supervisory post.

Related to these questions is the practice as to uniformity or variety in the size of increments, reported on in Table 25.

The argument is sometimes heard that increments should be larger in the first few years of service, to get the classroom teacher rather quickly to at least a minimum family maintenance budget, and that later increments might then be smaller. This practice is followed in 5.5 percent of the Group II schedules and 18.9 percent of those in Group III. A conflicting argument is sometimes advanced

## TABLE 25.—UNIFORMITY OR VARIETY IN SIZE OF INCREMENTS IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1948-49 [1]

| Practice | Percent of schedules | | |
|---|---|---|---|
| | Group I [2] | Group II [2] | Group III [2] |
| 1 | 2 | 3 | 4 |
| Amount of increments uniform thruout period | 66.6% | 50.0% | 49.0% |
| Amount of increments uniform thruout period, except first or last increment | 16.7 | 16.7 | 9.2 |
| Larger increments in early years of service | .... | 5.5 | 18.9 |
| Larger increments in later years of service | 16.7 | 14.8 | 11.7 |
| Amounts varying in other ways | .... | 13.0 | 11.2 |
| Total percent | 100.0% | 100.0% | 100.0% |
| Total number of schedules | 12 | 54 | 196 |

[1] Based on increments scheduled for the four-year or bachelor's-degree salary class.
[2] For population ranges, see Table 1, page 45.

that because the salary fund as a whole is usually too small and because many classroom teachers drop out anyway after a few years of teaching, increments in the earlier years should be relatively small. This would make it possible to reserve a larger proportion of the salary fund for salaries of those who make a life career of teaching. The practice of larger increments in the later years of service is found in 16.7 percent of the Group I cities, in 14.8 percent of Group II, and in 11.7 percent of Group III. That these arguments may tend to cancel each other is suggested by the fact that the majority practice in each population group is to have increments of uniform size thruout, or of uniform size except the first or last.

# VI. Forms and Definitions Used in Collecting Data

To illustrate the method by which the study was made, part of one of the forms used in collecting figures is shown below. The form reproduced was sent to cities over 30,000 in population. Other pages of the inquiry provided spaces for reporting the salaries of principals, supervisors, clerks and other school employees.

Teaching principals were defined as those doing some regular classroom teaching, while supervising principals were those giving full time to administration and supervision. Vice-principals, assistant principals, and deans were to be reported under these classifications only if the persons concerned devoted half time or more to administrative or supervisory duties.

The form sent to cities under 30,000 in population is similar to the one reproduced below except that the classification for elementary teachers was expanded to include kindergarten teachers, teachers of atypical classes, and teachers rated as assistant or viceprincipals in elementary schools. Similarly, the classifications of junior high-school teachers and high-school teachers were expanded to include teachers rated as heads of departments, and assistant principals or viceprincipals in these schools.

**FIGURE I.—SAMPLE SECTION FROM QUESTIONNAIRE FORM**

**PART I. SALARIES PAID FULL-TIME SCHOOL EMPLOYEES, 1948-49—Continued**

**C.—Classroom Teachers and Other School Employees**

| Salary Groups<br>All salaries should be in terms of annual salary including any emergency salary adjustments | Give the number of teachers whose salaries fall in each of the salary groups indicated below<br>CLASSROOM TEACHERS<br>(Include teachers of vocational and special subjects, and school librarians) | | | | | | | | | Give the number of employees whose salaries fall in each of the salary groups indicated below<br>OTHER SCHOOL EMPLOYEES | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Kindergarten teachers (those teaching a full school day) | Elementary teachers. (Also include assistant principals giving more than half time to classroom teaching.) | Teachers of atypical classes (ungraded rooms, subnormal groups, open-air classes, cardiac classes, etc.) | Junior high-school teachers when maintained as a separate school organization | Teaching junior high-school department heads, deans, and assistant principals (those giving more than half time to classroom teaching) | High-school teachers. (Include teachers in regular four-year high schools, senior high schools, and junior-senior high schools.) | Teaching high-school department heads, deans, and assistant principals (those giving more than half time to classroom teaching) | Junior college teachers when maintained as a separate school organization. (When combined with high school, report under high-school teachers.) | Full-time teachers in part-time or continuation schools and adult education | Full-time school nurses. (Do not include head nurse reported on line 37 of page 2.) | Full-time attendance officers. (Do not include chief attendance officer reported on line 35 of page 2.) | Full-time stenographers, typists, and clerks in principals' offices | Full-time stenographers, typists, and clerks in offices of administrative and supervisory officers. (Do not include secretaries reported on lines 4 and 5 of page 2.) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Below $1200 | | | | | | | | | | | | | |
| 1200–1299 | | | | | | | | | | | | | |
| 1300–1399 | | | | | | | | | | | | | |
| 1400–1499 | | | | | | | | | | | | | |
| 1500–1599 | | | | | | | | | | | | | |
| 1600–1699 | | | | | | | | | | | | | |
| 1700–1799 | | | | | | | | | | | | | |
| 1800–1899 | | | | | | | | | | | | | |
| 1900–1999 | | | | | | | | | | | | | |
| 2000–2099 | | | | | | | | | | | | | |
| 2100–2199 | | | | | | | | | | | | | |
| 2200–2299 | | | | | | | | | | | | | |
| 2300–2399 | | | | | | | | | | | | | |
| 2400–2499 | | | | | | | | | | | | | |
| 2500–2599 | | | | | | | | | | | | | |
| 2600–2699 | | | | | | | | | | | | | |
| 2700–2799 | | | | | | | | | | | | | |
| 2800–2899 | | | | | | | | | | | | | |
| 2900–2999 | | | | | | | | | | | | | |
| 3000 and over | | | | | | | | | | | | | |
| Totals | | | | | | | | | | | | | |

# Related NEA Publications

(Unless otherwise indicated, all items are reports of the NEA Research Division)

## A. Discussions of Principles and Issues

1. *Problems and Principles in the Scheduling of Teachers' Salaries.* 1940. 36 p. 25¢. (Committee on Salaries.)
2. *Salary Scheduling.* Discussion Pamphlet No. 8, 1946. 24 p. 15¢. (Department of Classroom Teachers and Research Division.)
3. "Analysis of Single Salary Schedules." *Research Bulletin* 25: 73-112; October 1947. 25¢.
4. *Cost-of-Living Trends—Their Meaning for Teachers.* 1945. 25 p. 15¢.

## B. Other Releases from Biennial Salary Survey

5. *Special Salary Tabulations, 1948-49. 1949.*

I-A: "Salaries Paid Teachers, Principals, and Certain Other School Employees, 1948-49: 86 School Systems in Cities over 100,000 in Population." $5. (Shows median and mean salaries for each city individually for various school positions; also salary distributions by $100 intervals.)

II-A: "Salaries Paid Teachers, Principals, and Certain Other School Employees, 1948-49: 233 School Systems in Cities 30,000 to 100,000 in Population." $5.

III-A: "Salaries Paid Teachers, 1948-49: 1868 School Systems in Cities 2500 to 30,000 in Population." $5.

I-B: "Salaries Paid School Administrative and Supervisory Officers, 1948-49: 86 School Systems in Cities over 100,000 in Population." $5.

II-B: "Salaries Paid School Administrative and Supervisory Officers, 1948-49: 233 School Systems in Cities 30,000 to 100,000 in Population." $5.

6. *Teachers' Salary Schedules in 72 School Systems in Cities over 100,000 in Population, 1948-49.* Educational Research Service Circular No. 9, 1948. 24 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)
7. *Teachers' Salary Schedules in 168 School Systems in Cities 30,000 to 100,000 in Population, 1946-47.* Educational Research Service Circular No. 1, 1947. 52 p. (Planographed) 50¢. (Similar report for 1948-49 in process of publication.) (Research Division and American Association of School Administrators.)
8. *Teachers' Salary Schedules in 411 School Systems in Cities 10,000 to 30,000 in Population, 1946-47.* Educational Research Service Circular No. 2, 1947. 78 p. (Planographed) $1. (Similar report for 1948-49 to be issued later in 1949.) (Research Division and American Association of School Administrators.)
9. *Basic Salary Schedules for Principals in Regular Day Schools and Special Schools in 68 School Systems in Cities over 100,000 in Population, 1946-47.* Educational Research Service Circular No. 5, 1947. 31 p. (Planographed) 50¢. (Similar report for 1948-49 to be issued later in 1949.) (Research Division and American Association of School Administrators.)

## C. Special Studies of Practice

10. "The Principal's Economic Status." *The Elementary-School Principalship—Today and Tomorrow.* Twenty-Seventh Yearbook, 1948. Chapter II, p. 28-41. $3. (Department of Elementary School Principals.)
11. *Salaries of Employees Engaged in Operation and Maintenance of Buildings in 133 School Systems in Cities above 30,000 in Population, 1946-47.* Educational Research Service Circular No. 1, 1948. 47 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)
12. *Salaries of School Clerical Employees, 1944-45, Part I: Distributions and Averages.* Educational Research Service Circular No. 1, 1946. 42 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)
13. *Salaries of School Clerical Employees, 1944-45, Part II: Rates of Pay.* Educational Research Service Circular No. 2, 1946. 17 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)
14. *State Minimum-Salary Standards for Teachers, 1944.* 1944. 75 p. 50¢. (Committee on Tenure and Academic Freedom.)
15. *State Salary Standards, December 31, 1948.* 1949. 8 p. (Planographed) 10¢.

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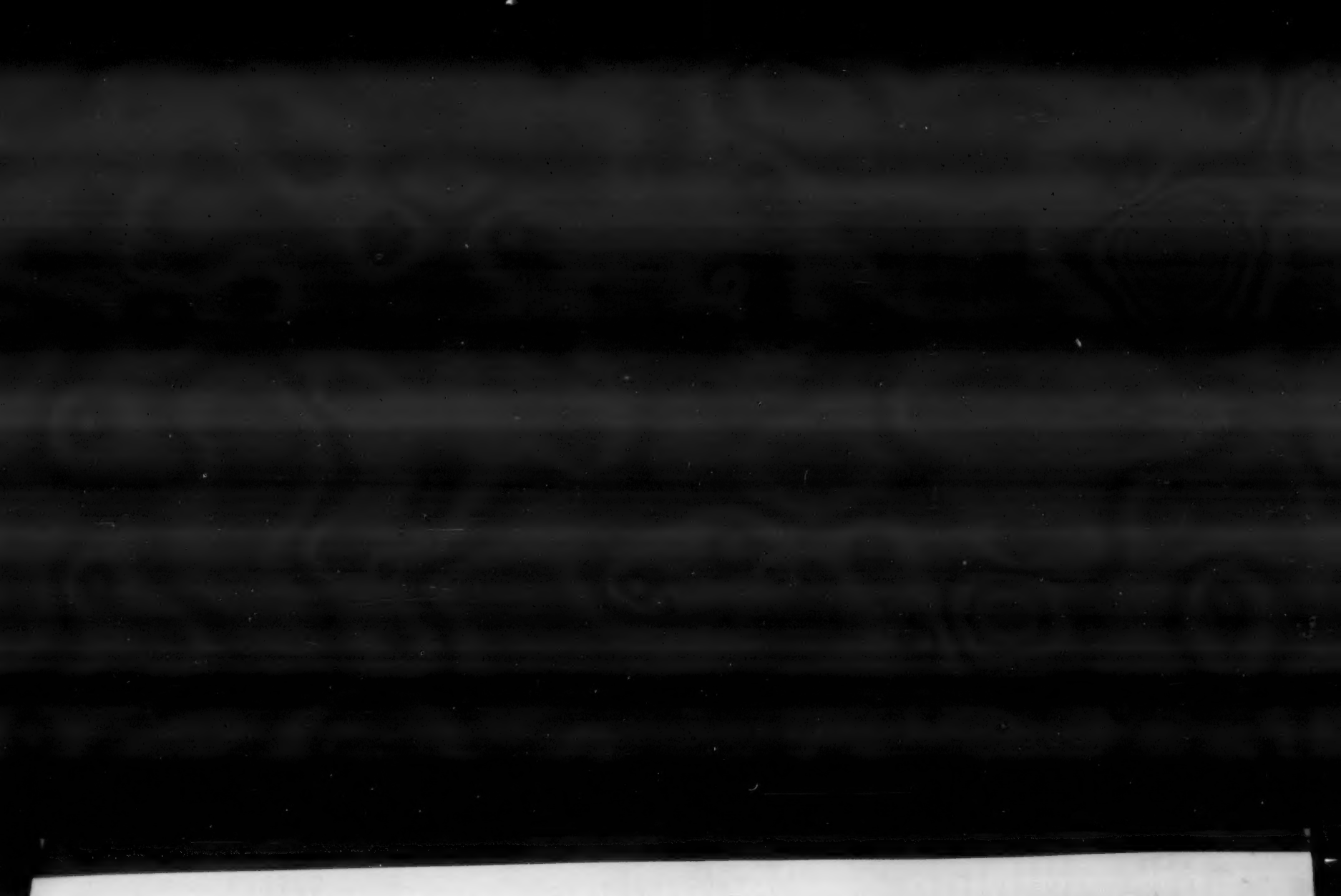
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